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ANNUAL PLANNING REPORT

FISCAL YEAR 1977

by

PITTSFIELD

MASSACHUSETTS DIVISION
OF EMPLOYMENT SECURITY
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AFFILIATED WITH EMPLOYMENT
AND TRAINING ADMINISTRATION
U.S. DEPARTMENT OF LABOR

ANNUAL PLANNING REPORT

FISCAL YEAR 1977

LABOR MARKET AREA

PITTSFIELD, MASSACHUSETTS

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1. Highlights and Conclusions

The dominant feature of the economic picture in the Pittsfield Labor Market Area at the present time is the effect the national recession has had upon it. Beginning in November 1974, the national recession caused the unemployment rate in Pittsfield to rise as high as 11.4 percent of the labor force late in the spring of 1975, averaging 10.5 percent for the year (compared with 6.3 percent for the 1974 calendar year). The area's construction industry was hardest hit as its annual average payroll total fell 44.3 percent over the year. Paper and paper products and rubber and plastics employment also fell off considerably, with ordnance the only major industry in the area to register a significant payroll increase. At present, the area's economy is stagnating, with gains in nonmanufacturing employment offsetting slowly increasing layoffs in electrical machinery, the area's largest industry.

The recession halted a 15.0 percent increase in nonagricultural wage and salary employment the LMA had experienced between 1970 and 1974. Payrolls in service industries and in rubber and plastics had almost doubled over the period and employment rose considerably in apparel, construction and nonelectrical machinery. The nonmanufacturing sector as a whole grew by almost 30 percent in the five year period before losing some ground during the recession.

Teachers, office workers and those in construction trades were most affected by the economic downturn, as many well-educated and affluent individuals joined their less favored neighbors in unemployment lines. Those with needed hard-to-acquire job skills continued to be in demand by area employers, but in small numbers only.

Despite the earnest efforts of Employment Service personnel, traditional employment service activities such as counselling, testing and classroom training have had little impact on area unemployment totals, since the area's manpower placement difficulties were not caused by lack of employee education and training, insufficient child care facilities for working mothers, obsolescent work skills or racial discrimination. Instead, the cause of the problem was a basic lack of demand for many categories of labor, a problem which can only be cured by a resumption of demand for the products and services produced by the local economy. When the economic recovery does take place, beginning perhaps later this year, placement activities will once again be successful in finding jobs, not only for those already listed in job applicant files, but also for a large number of "discouraged workers" who have not sought employment in recent months because of poor job prospects.

In the long-run, area residents will have to become used to an economy which is growing much more slowly than in recent decades. Tourist-related industries cannot grow as rapidly as in the past without marring the area's natural beauty and straining its capacity for providing necessary health and maintenance services. Construction and other nonmanufacturing industries will be constrained by the lack of population growth and the manufacturing sector will be hurt by the relatively high costs of doing business in the area and state. But, although population and labor force totals will remain relatively stagnant, the Pittsfield Labor Market Area can be expected to share in economic growth throughout the nation as a whole, and area residents can expect to see continuously rising incomes over the whole of the next decade.

2. Definition of Area

a. Location and Geographical Features

Cities and Towns: The Pittsfield Labor Area comprises two cities and twenty-two towns, all in Berkshire County. The cities are Pittsfield and North Adams; the towns are Adams, Becket, Cheshire, Clarksburg, Dalton, Florida, Hancock, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Otis, Peru, Richmond, Savoy, Stockbridge, Tyringham, Washington, West Stockbridge, Williamstown and Windsor. Prior to August 1975 the Pittsfield Standard Metropolitan Statistical Area consisted of the city of Pittsfield and the towns of Dalton, Lee, Lenox and Lanesborough only.

Boundaries: The labor area is bounded by the State of Vermont on the north and the State of New York on the west; in Massachusetts it is bounded on the south by the towns of Alford, Great Barrington, Monterey and Sandisfield (all in Berkshire County) and on the east by the towns of Blandford and Chester (both in Hampden County), Middlefield, Worthington, Cummington and Plainfield (all in Hampshire County) and Hawley, Charlemont, Rowe and Monroe (all in Franklin County).

Land Area: The Pittsfield Labor Area covers 663 square miles, based on geographical boundaries determined by the U.S. Bureau of Budget in 1973

Other Geographical Features: The area's most prominent feature is the chain of mountains known as the Berkshires. Mount Greylock (elevation 3,491 feet), the highest mountain in the state, is located in the Taconic Range near Adams; the Hoosac Range is of lower altitude and located in the southern part of the area. The area also boasts a number of picturesque lakes and valleys and numerous mountain streams and rivers, the Housatonic being the largest.

2. Definition of Area (continued)

Municipality	Population 1975	Population 1970	Percent Change
TOTAL	136,825	137,789	- 0.7
Adams	11,270	11,772	- 4.3
Becket	1,153	929	+24.1
Cheshire	3,199	3,006	+ 6.4
Clarksburg	1,958	1,987	- 1.4
Dalton	7,504	7,505	0.0
Florida	720	672	+ 7.0
Hancock	697	675	+ 3.3
Hinsdale	1,749	1,588	+10.1
Lanesborough	3,237	2,972	+ 8.1
Lee	6,319	6,426	- 1.6
Lenox	5,718	5,804	- 1.4
New Ashford	160	183	-12.5
North Adams *	18,424	19,195	- 4.0
Otis	898	820	+ 9.5
Peru	464	256	+81.2
Pittsfield *	55,299	57,020	- 3.0
Richmond	1,689	1,461	+15.0
Savoy	467	322	+45.0
Stockbridge	2,723	2,374	+14.6
Tyringham	2,228	2,312	- 3.6
Washington	328	234	+40.1
West Stockbridge	1,355	1,354	0.0
Williamstown	8,247	8,454	- 2.4
Windsor	569	468	+21.6

* Cities

Sources: U.S. Census (1970) and State Census (1975)

b. Economic Developments and Outlook

At the end of February 1976 the Pittsfield LMA's economy continued to be hamstrung by the worst economic slump it has experienced since the Great Depression of the 1930's. The downturn began in November 1974 and intensified over the next winter, the area's economy remaining in a state of stagnation until autumn 1975 when exceptionally heavy Christmas sales spurred a mild seasonal recovery. Unfortunately, the Pittsfield area's key industry, electrical machinery, continued to be beset by a dearth of new orders and is being forced to lay off an even greater number of workers as old orders for its products are filled. No longer moderated by seasonal hirings in its wholesale and retail trade and service industries, the area's January 1976 unemployment rate jumped 0.9 percentage points to 11.0 percent of the LMA's labor force.

The area's labor force had increased by 15.2 percent, to 66,100, and its total employment by 14.0 percent, to 61,950, between 1970 and 1974. While total unemployment increased fully 36.1 percent over this period, most of the increase took place in the first year of the decade and, in fact, unemployment had not changed at all between 1971 and 1974. Moreover, between 1974 and 1975 total employment officially fell by only 900 (1.5 percent), but there was a huge increase in the percentage of part-time compared to full-time workers over the year while most area firms also cut back the number of overtime hours their employees were allowed to work. Thus the number of hours worked and the amount of income earned by the average local resident dropped considerably. Meanwhile total unemployment jumped by 72.3 percent, averaging 7,150 for the 1975 calendar year. The basic labor market statistics of the Pittsfield Labor Market Area for the last six years are summarized in the following table:

Annual Average Labor Market Statistics
Pittsfield LMA 1970-1975

	1975	1974	1973	1972	1971	1970
Resident Labor Force	68,200	66,100	63,350	60,400	55,350	57,400
Unemployment	7,150	4,150	4,100	4,100	4,150	3,050
Percent of Labor Force	10.5	6.3	6.5	6.8	7.5	5.3
Employment	61,050	61,950	59,250	56,300	51,200	54,350

Area unemployment totals for 1975 have been swollen by generally depressed business conditions in contract construction which has been plagued by high interest rates and a scarcity of investment capital in the private sector. More recently, layoffs in trade and services caused by the ending of the Christmas sales season and mild early 1976 weather, which hurt ski lift and ski resort operators as well as such ancillary industries as motels and restaurants, have added to the total number of unemployed nonmanufacturing workers. On the other hand, soft-goods employment has rebounded well from recession-induced cutbacks in the first three quarters of 1975, led by strong recoveries in the area's paper, apparel and textile industries.

The Pittsfield Labor Market Area's employment picture will remain bleak for the near future, although a few bright spots are evident. Further cutbacks totalling several hundred workers can be expected in area hard-goods industries, although General Electric, the area's largest employer, has announced that a stepped-up sales effort in recent months has borne fruit, resulting in several million dollars of firm orders for 1976 or 1977 delivery of power transformers to electric power companies in other parts of the country (it is too early to tell whether this is the start of a general trend in the hard-goods subsector). However, even after it is no longer confronted by capital financing difficulties, the construction industry will continue to be inhibited by high property taxes and the high costs of land, labor and raw materials it requires. In addition, little further impetus can be provided by the area's soft-goods manufacturing subsector, which has been in secular decline throughout the state since 1947 due to fierce foreign competition.

On the brighter side, recent reports indicate the national economy is undergoing a strong sustainable economic recovery. If true, the trend would in turn imply a fairly quick recovery of the Pittsfield LMA's bellwether industry, electrical machinery, and of its hard-goods manufacturing subsector as a whole. In addition, area tourist industry revenues would be greatly increased as incomes rise throughout the Northeast. Unfortunately, it is not at all certain that the national economic upturn can continue to gain momentum; further recovery could be choked off by recurring bouts of inflation, shortages of raw material, high energy costs, labor disputes in key national industries, etc.

On the whole it thus appears best not to hope for a rapid recovery in the local economy. While pleasant economic surprises might be in the offing, more probably the Pittsfield Labor Market Area will continue to suffer economic stagnation, and will not be able to throw off all of effects of the current national recession until well into 1977.

c. Population and Labor Force Characteristics and Trends

The most recent comprehensive demographic data on the Pittsfield Labor Market Area comes from the 1970 United State Census. Subsequent studies indicate that the size of the total population, and for the most part its composition, has remained nearly the same as it was at the beginning of the current decade. Analysis of the 1970 census reveals that 98.6 percent of the Pittsfield Labor Market Area's population was white; 1.1 percent was black; 0.1 percent was of Oriental origin and the remaining 0.2 percent represented other races, including American Indians. Since Spanish-surnamed individuals comprised 0.5 percent of the 1970 population, the total proportion of minority groups in the area accounted for 1.9 percent of its total population. Furthermore, at that time 51.8 percent of the population was female.

The table on the following page gives Fiscal Year 1977 projections of population for the Pittsfield Labor Market Area.

Table A

Characteristics of the Population
Pittsfield Labor Market Area
Projected Fiscal Year 1977 Average

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	63,464	849	68,262	909
0-15	19,864	322	19,408	316
16-19	4,967	50	4,384	74
20-24	4,531	89	4,707	52
25-34	6,856	93	7,117	131
35-44	6,909	76	7,432	93
45-64	14,141	167	15,807	164
65+	6,196	52	9,407	79

Total Population	133,484
Female	69,171
Black	1,427
Other	331
Spanish	661

3. Employment Developments and Outlook by Industry

Annual average nonagricultural wage and salary employment in the Pittsfield Labor Market Area grew by 15.0 percent, to 52,050, between 1971 and 1974, but it fell to 49,710 in 1975 because of the recession. Nonmanufacturing industries in general grew much more rapidly than those in the manufacturing sector of the economy, as can be seen in the following tables:

Annual Average Nonagricultural Wage and Salary Employment
by Industry-Pittsfield Labor Market Area
1970-1975

	1975	1974	1973	1972	1971	1970
Nonagricultural Wage & Salary	49,710	52,050	51,130	48,000	47,980	45,250
Manufacturing -Total	20,160	21,290	20,210	18,950	19,840	21,560
Durable Goods - Total	14,540	14,840	13,660	12,660	13,650	14,970
Ordnance	3,670	3,250	2,820	2,720	3,140	3,680
Nonelectrical Machinery	1,410	1,490	1,070	1,060	1,050	1,190
Electrical Machinery	8,400	9,100	8,110	7,580	8,420	8,990
All Other Durable Goods	1,060	1,000	1,660	1,300	1,040	1,110
Nondurable Goods	5,620	6,450	6,550	6,290	6,190	6,590
Textiles	950	1,020	970	920	880	970
Apparel	470	510	560	310	290	360
Paper & Paper Products	2,090	2,710	2,710	2,910	2,740	2,850
Printing & Publishing	750	820	810	780	780	820
Chemicals	670	670	680	580	740	740
Rubber & Plastics	480	540	440	310	270	280
All Other Nondurable Goods	210	180	380	480	490	570
Nonmanufacturing - Total	29,550	30,760	30,920	29,050	28,140	23,690
Contract Construction	1,420	2,550	3,090	2,330	1,990	1,840
Trans., Communications & Utilities	1,850	1,810	1,820	1,710	1,650	1,650
Wholesale & Retail Trade	9,480	9,780	9,820	9,550	9,200	9,080
Finance, Ins., & Real Estate	2,010	1,980	1,910	1,750	1,730	1,730
Services	9,110	8,990	8,800	8,400	8,430	4,420
Government	5,680	5,650	5,480	5,310	5,140	4,970

Absolute and Relative Changes in Annual Average Industrial Employment
Pittsfield Labor Market Area
1970-1974 and 1974-1975

	1970-1974 Difference	Percent	1974-1975 Difference	Percent
Nonagricultural Wage & Salary	+6,800	+15.0	-2,340	- 4.5
Manufacturing - Total	- 270	- 1.2	-1,130	- 5.3
Durable Goods - Total	- 130	- 0.9	- 300	- 2.0
Ordnance	- 430	+11.7	+ 420	+12.9
Nonelectrical Machinery	+ 300	+25.2	- 80	- 5.4
Electrical Machinery	+ 110	+ 1.2	- 700	- 7.7
All Other Durable Goods	- 110	- 9.9	+ 60	+ 6.0
Nondurable Goods - Total	- 140	- 2.1	- 830	-12.7
Textiles	+ 50	+ 5.2	- 70	- 6.9
Apparel	+ 150	+41.7	- 40	- 7.8
Paper & Paper Products	- 140	- 4.9	- 620	-22.9
Printing & Publishing	0	0.0	- 70	- 8.5
Chemicals	- 70	- 9.5	0	0.0
Rubber & Plastics	+ 260	+92.9	- 60	-11.1
All Other Nondurable Goods	- 390	-61.9	+ 30	+12.5
Nonmanufacturing - Total	+7,070	+29.9	-1,210	- 3.9
Contract Construction	+ 710	+38.6	-1,130	-44.3
Trans., Comm., & Utilities	+ 160	+ 9.7	+ 40	+ 2.2
Wholesale & Retail Trade	+ 700	+ 7.7	- 300	+ 3.1
Finance, In., & Real Estate	+ 250	+14.4	+ 30	+ 1.5
Services	+4,570	+94.8	+ 120	+ 1.3
Government	+ 680	+15.1	+ 30	+ 0.6

Changes in annual average industrial employment over the 1970-1974 period act as good indicators of industry growth or decline with cyclical variations mostly eliminated. Whereas manufacturing industries in the Pittsfield area suffered an overall decline of 1.2 percent over the period, a 38.6 percent increase in nonmanufacturing payrolls spurred a 15.0 percent rise in total nonfarm employment between 1970 and 1974. All major industrial categories in the latter subsector recorded net increases, led by service industries (+94.8 percent) and contract construction (+38.6 percent).

The biggest gainers in the manufacturing sector were rubber and plastics (+92.9 percent) and apparel (+41.7 percent) while "all other nondurable goods" employment slumped 61.9 percent over the five year period.

The impact of the national recession on the Pittsfield LMA's economy is illustrated by changes in annual average employment totals between 1974 and 1975. By any measure, contract construction was hit hardest of any area industry by the recession: its payrolls plummetted 44.3 percent over the year and induced an overall drop of 3.9 percent in area nonmanufacturing employment. (all other major industrial categories in the sector recorded small gains in their employment). On the other hand, almost all manufacturing industries were forced to lay off substantial numbers of workers. Paper and paper products (-22.9 percent) was hardest hit, but rubber and plastics (-11.1 percent), printing and publishing (-8.5 percent), apparel (-7.8 percent), electrical machinery (-7.7 percent) and textiles (-6.9 percent) were also adversely affected. The only significant payroll increase was posted by the ordnance industry, which recorded a 12.9 percent gain over the year.

Future changes in industrial employment must be considered from two points of view: recovery from the current economic recession and future growth of the area's most viable industries. Contract construction has been hardest hit by the recession and therefore can be expected to rebound most strongly when recovery takes place. In fact, the whole soft-goods manufacturing subsector has already recovered well from layoffs taking place in the first two quarters of 1975. However, recovery in the area's hard-goods subsector will take much longer and they will probably not regain full economic health until well into 1977.

Once the effects of the recession have passed, area industries will grow or decline subject only to fundamental long-term economic forces. Economic growth will be slow in the nonmanufacturing sector although the natural

beauty of Berkshire County will continue to attract increased numbers of tourists and provides jobs in services and wholesale and retail trade for more local residents. Contract construction employment will grow slowly at best as the county's population remains stable over the next ten years and high land prices, labor and raw materials costs continue to hamper the industry. In order to maintain a viable economic infrastructure, all of the other nonmanufacturing industries can also be expected to grow somewhat, though by less even than trade, services and construction.

Unfortunately, the future employment picture of the area's manufacturing sector is not particularly bright either. Many of the area's hard-goods manufacturing plants are old and inefficient. In addition, taxes, labor costs, fuel costs and the overall cost-of-living in the area are high compared to those in other sections of the country, so that future growth in durable goods subsector employment will be slow at best, except perhaps in ordnance. On the other hand, the existence of unexploited forests and limestone deposits in the northern part of Berkshire County might spur development in the LMA's stone-clay-glass and lumber industries.

Overall soft-goods manufacturing employment in the area is lower than at any time since World War II due to foreign competition, and especially due to low labor costs abroad. Although wage rates in Western Europe and Japan are fast catching up with those in the United States, there is little reason to expect area soft-goods industries will be able to do little more than hold their own in the foreseeable future.

In essence, over the next ten years there will be relatively little growth in the Pittsfield area's total employment, though its overall income should keep pace with the rest of the country. Future growth in tourism is limited by possible enviromental damage to Berkshire County's natural beauty and especially by the "peak load problem" of catering to the needs of huge influxes of tourists on weekends (straining the area's capacity to provide adequate sanitation, medical care, electric power and other quasi-public services in quantities far greater than needed to fill normal weekday requirements). Stagnant county population totals will also limit growth in other non-manufacturing industries and the manufacturing sector will be hampered by the inefficient plants and high taxes, fuel costs and wage rates common to the area and state. The nongrowth situation in the area is not necessarily bad, even though it contradicts the widely held assumption that constant growth is necessary for an area's continued economic viability.

Table B

Characteristics of the Labor Force
Pittsfield Labor Market Area
Projected Fiscal Year 1977 Average

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	40,790	447	25,617	286
16-19	4,647	43	2,299	33
20-24	4,239	75	2,469	23
25-34	6,414	79	3,731	60
35-44	6,464	64	3,897	43
45-64	13,229	142	8,289	86
65+	5,797	44	4,932	41

Total Labor Force	67,140
Female	25,903
Black	564
Other	169
Spanish	320

4. Employment Developments and Outlook by Occupation

The impact of the recent recession and future occupational requirements of industries in the Pittsfield Labor Market Area may both be inferred by comparing the number and occupational distribution of employment openings in the Pittsfield LMA during typical months before and after the recession began. Suitable data is available for June 1974 and June 1975 and it is broken down by major occupational category in the table below:

Openings in the Pittsfield Labor Market Area
Listed on the Springfield Job Bank
June 1975 and June 1974

Major Occupational Category	June 1975		June 1974	
	Number	Percent	Number	Percent
TOTAL	33	100.0	156	100.0
Professional, Technical and Managerial	3	9.1	92	59.0
Clerical & Sales	15	45.4	48	30.8
Services	11	33.3	8	5.1
Machine Trades	2	6.1	2	1.3
Bench Work	0	0.0	3	1.9
Miscellaneous	2	6.1	3	1.9

The total number of openings fell by 78.8 percent over the year, with the number of positions in clerical and sales occupations dropping by 68.8 percent and positions in professional, technical and managerial occupations by an astonishing 96.7 percent. Further analysis reveals that fully 78 of the 92 professional, technical and managerial openings (84.8 percent of the total in the category) in the Pittsfield LMA listed on the job bank during June 1974 were for highly paid engineers at area electrical machinery plants. But even discounting these engineering jobs, the fall-off in the total number of openings over the year is still striking, especially since most of the openings in the Pittsfield LMA found on the Springfield Job Bank as of June 1975 were low paying jobs for relatively unskilled workers.

Over two-fifths (41.0 percent) of all nonfarm wage and salary employees in the Pittsfield Labor Market Area work in manufacturing industries, compared with only about one-fourth (26.8 percent) for the state as a whole. Thus the area is highly vulnerable to adverse shifts in state and national economic conditions and is generally hard hit by even minor recessions. At present large numbers of area residents in well-paying occupations have been thrown out of work. On the other hand there still exists a strong demand for individuals who possess hard-to-acquire skills. A listing of occupations in both categories during January 1976 is given in the following table (Table D).

Workers in the construction trades have been thrown out of work in the greatest numbers as total employment in this industry during June 1975 fell to less than half of what it had been the previous June. In addition, teachers, office workers and those in service occupations have been hard to place in recent months. Finally, even in those occupational openings presently classified as hard-to-fill there are relatively few jobs available, a condition which will remain in effect until a strong economic recovery occurrs.

When the upturn does arrive, area construction and office workers can be expected to find employment in their old occupations. Teachers will be less fortunate; they will be in surplus supply throughout the country well into the next decade. Material handlers and sewing machine operators, on the other hand, will find jobs being made available to them but will be prevented from taking them by lack of transportation between the populous suburban Pittsfield area and hiring apparel firms in North Adams and Great Barrington.

Looking toward the future, a slow increase in the demand for office, service and construction workers over the next decade can be expected as the Pittsfield area's economy becomes relatively more service-oriented. Construction workers and those needed to service slowly growing area tourist indstries will find themselves in greatest demand, but there will still be an important place in the Pittsfield LMA's economic structure for those with the specialized education and training needed to make area manufacturing plants operate efficiently. Most important of these over the next decade will be engineers in hard-goods industries as well as skilled craftsmen of all kinds who will continue to be necessary for the proper operation of all area manufacturing enterprises.

Area and State Pittsfield, Massachusetts Labor Market Area

Month and Year January 1976

Occupational Classification of Hard-to-Fill Job Openings			Occupational Classification of Hard-to-Place Job Applicants		
Occupational Code and Title			Occupational Code and Title		
DOT Code	Occupational Title	Comments	DOT Code	Occupational Title	Comments
I	II	III	IV	V	VI
003.081	Electrical Engineer	Lack of Qualified Applicants	091.228	Teacher - Secondary	Lack of Openings
258.358	Advertising Salesman	Lack of Qualified Applicants	201.368	Secretary	Lack of Openings
600.280	Machinist	Lack of Qualified Applicants	209.388	Clerk-Typist	Lack of Openings
710.281	Instrument Repairman	Lack of Qualified Applicants	210.388	Bookkeeper	Lack of Openings
862.381	Pipefitter(Licensed)	Lack of Qualified Applicants	219.388	Clerk, General Office	Lack of Openings
			318.887	Kitchen Helper	Lack of Openings
			355.878	Nurse Aide	Low Pay
			860.381	Carpenter	Lack of Openings
			869.884	Construction Worker	Lack of Openings
			929.887	Material Handler	Lack of Transportation

5. Recent Trends in Unemployment

The national economic recession first made itself felt in the Pittsfield Labor Market Area in November 1974 when the area's monthly unemployment rate began to increase much faster than could be attributed to normal seasonal variations alone. Nevertheless, the area's rate has remained consistently below that for the state as a whole, although well above the national rate. Monthly unemployment and annual averages rates from January 1974 to the present for the Nation, State and the Pittsfield Labor Market Area are listed in the table on the following page.

The Pittsfield LMA's economy can be expected to experience continued stagnation for the foreseeable future. Its dependence on hard-goods manufacturing implies that workers laid off in recent months will not be called back until a strong national economic recovery has taken place, leading to renewed demand for products from the area's key industries. While an upturn in the national economy does appear to be in process, it is still too early to gauge its magnitude and sustainability. In any case, even if the long-awaited national recovery is taking place, it will take many months for its impact to be felt in terms of hard-goods employment in the Pittsfield area and still longer before the area's beleaguered contract construction industry begins its recovery. The best the LMA can expect by the end of the upcoming fiscal year is the completion of the beginning of recovery toward historically normal levels of employment and income.

Unemployment Rates for the Nation, State, and Pittsfield LMA
(Not Seasonally Adjusted)
January 1974 to the Present

		United States	Massachusetts	Pittsfield LMA
1974	January	5.6	7.6	6.3
	February	5.7	7.8	6.4
	March	5.3	7.7	6.3
	April	4.8	7.1	6.3
	May	4.6	6.4	6.1
	June	5.8	7.3	7.3
	July	5.6	7.6	6.8
	August	5.3	6.8	6.2
	September	5.7	6.6	5.4
	October	5.5	6.6	5.3
	November	6.2	7.1	6.5
	December	6.7	7.9	7.2
1974	Annual Average	5.6	7.2	6.3
1975	January	9.0	9.9	9.0
	February	9.1	11.0	10.5
	March	9.1	11.4	10.7
	April	8.6	11.1	10.5
	May	8.3	11.3	11.4
	June	9.1	12.3	11.3
	July	8.7	12.3	11.2
	August	8.2	11.6	10.7
	September	8.1	11.2	10.1
	October	7.8	10.9	10.0
	November	7.8	10.6	10.3
	December	7.8	10.4	10.1
1975	Annual Average	8.5	11.2	10.5
1976	January	8.8	11.2	11.0

Below are tables predicting Fiscal Year 1977 Average, Unemployment by Age, Sex, Race and Veteran's Status.

Table C

Characteristics of the Unemployed
Pittsfield Labor Market Area
Projected Fiscal Year 1977 Average

Age	White Male		Nonwhite Male	
	Number Unemployed	Rate	Number Unemployed	Rate
Total	3,559	8.7	40	8.9
16-19	753	16.2	10	22.6
20-24	661	15.6	7	9.4
25-34	738	11.5	11	13.5
35-44	440	6.8	5	7.5
45-64	741	5.6	6	4.0
65 and over	226	3.9	1	2.9

Age	White Female		Nonwhite Female	
	Number Unemployed	Rate	Number Unemployed	Rate
Total	2,329	9.1	24	8.4
16-19	478	20.8	4	12.5
20-24	346	14.0	6	25.7
25-34	362	9.7	6	9.7
35-44	249	6.4	3	5.9
45-64	671	8.1	4	4.6
65 and over	123	2.5	1	0.6

Table C
(Continued)

Characteristics of the Unemployed
Pittsfield Labor Market Area
Projected Fiscal Year 1977 Average

Category	Number Unemployed	Unemployment Rate
White Male	3,559	8.7
White Female	2,329	9.1
Nonwhite Male	40	8.9
Nonwhite Female	24	8.4
Total Unemployed	5,952	8.9
Female	2,353	9.1
Black	55	9.8
Other	9	5.3
Spanish	6	1.9
Vietnam Era Veteran	360	xx

6. Estimates of Needs for Manpower Services

A total of 10,245 applicants for employment-related assistance were registered in the two offices in the labor market area at the end of February 1976. The total was swelled by the difficulty many workers experience of finding suitable employment during the recession and by itself overstates the number of individuals who could benefit from classroom and on-the-job training. Further analysis of this Employment Service Automated Reporting System (ESARS) data reveals that 54.6 percent of the applicants were male, 3.5 percent were members of minority groups, 17.0 percent were veterans, 6.2 percent were handicapped, and 41.1 percent were officially categorized as economically disadvantaged. (this last figure points up the impact of the recession on the ESARS total of 10,245). A breakdown by age of applicant registered for employment-related assistance is given in the following table.

Age Breakdown for Employment-Related Assistance
in the Pittsfield Labor Market Area
February 29, 1976

Age Group	Number	Percent
TOTAL	10,245	100.0
Under 20	1,494	14.6
20-21	1,362	13.3
22-24	1,741	17.0
25-29	1,833	17.9
30-39	1,667	16.3
40-44	548	5.3
45-54	942	9.2
55-64	558	5.4
65 and over	100	1.0

The Employment Service at the local offices in Pittsfield and North Adams have been able to place 393 applicants in jobs in the first two months of 1976. The average wage of $2.57 per hour for the jobs in which the applicants were placed strongly implies the underlying softness of labor demand in the area's economy. Such low wages generally lead to job dissatisfaction and high labor turnover rates in firms offering them. Hence current total placement figures probably exaggerate considerably the number of workers sucessfully placed in jobs for which they will work long periods of time.

Taking all of these factors (the impact of the recession on the area's labor market, the relatively low percentage of the economically disadvantaged among applicants for employment-related assistance and the low pay and presumed high turnover rates for area residents actually placed) into consideration, one must conclude that manpower training programs will be of relatively little benefit in lowering unemployment rates in the Pittsfield LMA in the near future. When the area's economy does recover, however, there will be an important place for classroom and on-the-job training programs in providing area residents with the education and training needed to fill newly available jobs in a wide range of occupations.

Table D

Additional Planning Data Projections
Pittsfield Labor Market Area
Projected Fiscal Year 1977 Average

Employed Part Time for Economic Reasons

Category	Total Employment	Part Time Employment for Economic Reasons
Total	61,188	2,790
White Male	37,231	1,415
White Female	23,288	1,327
Nonwhite Male	407	25
Nonwhite Female	262	23

Persons 14 and Over, Receiving Welfare Payments

Total	3,500
White Male	1,140
White Female	2,309
Nonwhite Male	29
Nonwhite Female	22

Economically Disadvantaged (18 and over)

Total	10,717
White	10,536
Black	157
Other	224
Spanish	21

7. Characteristics of the Economically Disadvantaged

There will be an estimated average of 10,717 economically disadvantaged adults residing in the Pittsfield Labor Market Area during the 1977 fiscal year. At present, according to Employment Service Automated Reporting System (ESARS) reports, 17.2 percent of all economically disadvantaged applicants for employment-related assistance at the two Division of Employment Security offices in the LMA are receiving welfare payments. Employment Service personnel provided counselling for 328 such applicants, tested 59 (45 were given aptitude tests) and enrolled 54 in training programs and referred 106 to the Berkshire Training and Employment Program (BTEP) for classroom and on-the-job experience under the federal Comprehensive Employment and Training Act (CETA). Finally jobs were found for 944 economically disadvantaged applicants with wage rates distributed as follows:

Wage Rate Distribution
of Economically Disadvantaged Applicants
For DES Placement Offices in the Pittsfield LMA
January 1, 1976 to February 29, 1976

Wage Rate Range	Number	Percent
ALL	944	100.0
Under $2.10	43	4.5
$2.10-$2.49	585	62.0
$2.50-$3.49	233	24.7
$3.50 and over	83	8.8

Since almost two-thirds of those placed will have yearly incomes of $5,200 or less, most considerably less, many of the total number will remain economically disadvantaged.

There are relatively few minority group members in the Pittsfield LMA and therefore they do not appear in great numbers among those officially classified as economically disadvantaged. School dropouts comprise the largest subgroup of economically disadvantaged individuals in the Pittsfield area, making up perhaps 74.5 percent of the total. In addition, as many as 67.8 percent of the economically disadvantaged are under 22 years of age, 5.8 percent are minority group members, 15.5 percent are handicapped and 38.8 percent are over 45 years of age.

8. Characteristics of Individuals Other Than The Economically Disadvantaged

As of February 29, 1976 there were a total of 6,035 applicants for employment-related assistance at the DES Employment Service offices in the Pittsfield area who were not economically disadvantaged. Most are of prime working age, between 23 and 44 years old, and have at least 12 years of formal education. They have been thrown out of work primarily because of the recession, although there have been relatively few actual firm closings (Florsheim Shoe and Consolidated Aluminum are the only instances of any importance). Environmental considerations, however, have cost 60 persons their jobs at Sprague Electric and may profoundly effect electric transformer production at General Electric's Pittsfield plants because of contamination of the Housatonic River by PCB, a toxic effluent of the transformer production process.

Although the Pittsfield Labor Market Area is heavily dependent on tourism, wholesale and retail trade and service industry employment has remained high despite the recession's impact on these tourist-oriented industries elsewhere. Strictly speaking, area unemployment is high because of cyclical and not seasonal factors. In fact, job losses have taken a heavy toll among fairly affluent and well-educated workers in hard-goods manufacturing and construction trades, and teachers at all levels of education have been among the hardest hit. In no case can it be said that members of these groups are out of work because their occupational skills are obsolescent, although in the case of teachers (whose skills are in excess supply throughout the country) there may be need in some cases for more specialized educational training or for retraining in other fields.

9. Barriers to Employment of the Economically Disadvantaged

At present the high unemployment rate throughout the state is caused by recessionary forces which have greatly reduced the demand for many categories of labor skills. In many cases the affluent and highly educated are faring no better than those whose skills would be far less marketable than theirs under normal economic conditions. Teachers, construction workers and skilled craftsmen of all kinds provide the most obvious examples of this phenomenon.

Race has not been a significant barrier to employment in recent years, since there are relatively few minority group members living in the area. Age, inadequate education and training and too little work experience would normally be the major factors causing unemployment among local residents, but are of little consequence when labor demand is as low as it is now. The same can be said for the relative unavailability of child day-care centers in the area: at present there are many fewer jobs to be had by mothers of pre-school children and many who do find employment are able to avail themselves of the child-care services of male heads of households, other family members and friends and neighbors who are out of work because of the recession.

There is an important factor which does prevent significant numbers of area residents from accepting suitable employment. Lack of public or private transportation between the north, central and south regions of Berkshire County hinders residents in the populous suburban Pittsfield area from taking jobs in apparel plants in North Adams and Great Barrington. In addition, it is often difficult for hotels,restaurants and tourist facilities to obtain service workers since the relatively low pay offered for many of the jobs offered is not sufficient to compensate potential employees for the time and expense of reaching them. If anything, this problem will grow worse when the area's economy begins to recover from the recession.

Past experience shows that almost all of the traditional barriers to employment become insignificant when aggregate demand for labor is sufficiently high. When the Pittsfield Labor Market Area's economy does finally recover, there will be not only a drastic decrease in the area's total unemployment, but also a sizeable increase in its labor force as many "discouraged workers", who had stopped looking for work during the recession because employment prospects were poor, accept newly available jobs. The economic recovery will by itself also make all Employment Service activities, from counselling and testing to job placement, vastly more successful in achieving their objectives.

A P P E N D I X

Table A

Characteristics of the Population
Berkshire County (CETA Area)
Projected Fiscal Year 1977 Average

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	69,461	949	74,879	1,012
0-15	21,622	350	21,193	334
16-19	5,415	61	4,780	80
20-24	4,872	94	5,126	59
25-34	7,489	96	7,699	141
35-44	7,512	84	8,098	108
45-64	15,576	199	17,375	198
65+	6,975	65	10,608	92

Total Population	146,301
Female	75,891
Black	1,601
Other	359
Spanish	664

Table B

Characteristics of the Labor Force
Berkshire County (CETA Area)
Projected Fiscal Year 1977 Average

Age	Male		Female	
	White	Nonwhite	White	Nonwhite
Total	45,680	572	28,874	364
16-19	5,171	58	2,571	43
20-24	4,652	90	2,757	32
25-34	7,151	92	4,141	76
35-44	7,173	80	4,355	58
45-64	14,873	190	9,345	106
65+	6,660	62	5,705	49

Total Labor Force	75,490
Female	29,238
Black	757
Other	185
Spanish	378

Table C

Characteristics of the Unemployed
Berkshire County (CETA Area)
Projected Fiscal Year 1977 Average

Age	White Male		Nonwhite Male	
	Number Unemployed	Rate	Number Unemployed	Rate
Total	3,872	8.5	44	7.7
16-19	819	15.8	11	19.0
20-24	719	15.5	8	9.0
25-34	803	11.2	12	13.0
35-44	479	6.7	5	6.3
45-64	806	5.4	7	3.7
65 and over	246	3.7	1	1.6

Age	White Female		Nonwhite Female	
	Number Unemployed	Rate	Number Unemployed	Rate
Total	2,534	8.8	26	7.1
16-19	543	21.1	4	9.3
20-24	393	14.3	7	21.9
25-34	412	9.9	7	9.2
35-44	283	6.5	3	5.2
45-64	763	8.2	4	3.8
65 and over	140	2.5	1	2.0

Table C
(Continued)

Characteristics of the Unemployed
Berkshire County (CETA Area)
Projected Fiscal Year 1977 Average

Category	Number Unemployed	Unemployment Rate
White Male	3,872	8.5
White Female	2,425	8.8
Nonwhite Male	44	7.7
Nonwhite Female	26	7.1
Total Unemployed	6,476	8.6
Female	2,560	8.8
Black	60	7.7
Other	10	5.4
Spanish	7	1.8
Vietnam Era Veteran	392	xx

Table D

Additional Planning Data Projections
Berkshire County (CETA Area)
Projected Fiscal Year 1977 Average

Employed Part Time for Economic Reasons

Category	Total Employment	Part Time Employment for Economic Reasons
Total	69,014	3,152
White Male	41,808	1,589
White Female	26,340	1,501
Nonwhite Male	528	32
Nonwhite Female	338	30

Persons 14 and Over, Receiving Welfare Payments

Total	3,808
White Male	1,240
White Female	2,512
Nonwhite Male	32
Nonwhite Female	24

Economically Disadvantaged (18 and over)

Total	10,923
White	10,725
Black	172
Other	26
Spanish	21

ANNUAL PLANNING REPORT FISCAL YEAR 1978

MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY JOHN D. CROSIER DIRECTOR

AFFILIATED WITH EMPLOYMENT AND TRAINING ADMINISTRATION U.S. DEPARTMENT OF LABOR

PITTSFIED LMA

JOB SERVICE

ANNUAL PLANNING REPORT

FISCAL YEAR 1978

LABOR MARKET AREA

PITTSFIELD, MASSACHUSETTS

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FOREWORD

The twin foci of this fiscal year 1978 Annual Planning Report for the Pittsfield Labor Market Area are my analyses of the industrial and occupational conditions of its labor market now and in the future. More attention is paid to industrial developments per se only because there is an abundance of hard data available in this area and because it is more readily usable for description and analysis than the information I have on occupational developments. I do not mean to slight the importance of occupational research, but believe that economic uncertainties make data gathering, analysis and forecasting in this area more inherently difficult.

Population and labor force projections made in the report should be taken as suggestive rather than definitive, especially when actual numbers are involved. Much of the data used in making these projections comes from the 1970 U.S. Census and may not reflect demographic and economic changes which have occurred in Berkshire County during the current decade. Hence, unless reliable up-to-date information is available, I have concentrated on narrative forecasts of future conditions rather than numerical projections, which often give an aura of certainty to what are, in effect, only extrapolations.

Because of the great interest community leaders have expressed in rejuvenating the economy of northern Berkshire County (often designated as NBC in the body of the report), I have singled out this particular region for special attention. As in my analysis of the Pittsfield LMA as a whole, I have concentrated on delineating industrial trends and possible local initiatives to influence these favorably. Most of the ideas I discuss in this context are not new, but I believe that in arranging them coherently to show how various economic developments influence each other, I have made it easier to evaluate the effectiveness of policy changes in achieving desired goals.

My primary sources of information for the report are a series of news clips taken from area newspapers, hence I am grateful for the consistently high degree of diligence shown by the reporters, writers, and editors of the Berkshire Eagle and North Adams Transcript. In additon, I would like to thank the many individuals who have provided information and analysis of local labor market conditions. In particular thanks are due to Nicholas Mele, Joan Samalionis and Elaine Muldowney at the two area DES offices, Werner Elsberg and Dave Yorke

of the Berkshire Training and Employment Program, Al Marden, Joan Cass and Jean Tallman at the Berkshire County Development Commission, Carl Hekler and Gaylord Burke of the Berkshire County Regional Planning Commission, and Gordon Lane at the North Adams Industrial Development Commission. Equally helpful were Walter Urban and George Campbell of Union Federal Savings, Daniel Barzowskas at the First Agricultural National Bank, Roy Kennedy of the Berkshire Hills Conference, John Larson of Berkshire Community College and Dean Anthony Ceddia of North Adams State College. I would also like to thank Henry Ebbets at General Electric and Robert J. Diodati of Sprague Electric for providing useful information concerning their firms.

The current report represents my best effort to describe and analyze economic conditions in the Pittsfield Labor Market Area. I take complete responsibility for any and all errors of fact, interpretation, analysis and prediction contained within it.

Bruce E. Searleman

Bruce E. Searleman

Winter 1977

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* All Tables are Based on Data for the Pittsfield Labor Market Area unless otherwise specified.

I. Highlights and Conclusions

The primary conclusion of this report is that the economy of the Pittsfield Labor Market should about hold its own in economic terms both in the short run and in the long run (to 1985), but that the Northern Berkshire County region cannot be expected to experience any marked improvement in its currently depressed state without outside infusions of funds, both public and private. Growth in both the Pittsfield LMA as a whole and in its Northern Berkshire component will not come easily or without the continued diligence and cooperation of business, labor and community officials throughout the area. Their most important goal will be to find nonmanufacturing positions for the sizeable numbers of factory personnel expected to be laid off in the future due to automation and/or foreign competition. Tourist industry employment should increase somewhat, but overdevelopment must be prevented or the area's attractiveness to the affluent tourist will be compromised. The best hope to keep the current labor force employed would be development of new local nonmanufacturing industries, perhaps to be attracted by "shell buildings" and other suitable accommodations. Northern Berkshire County should explore a number of ways to attract new business, including road improvements, "shell buildings", industrial parks and perhaps property tax abatements for new enterprises.

Even though there should be some increase in the number of tourist-related job openings available in the near future, the majority of new Berkshire County positions will require either a great deal of formal education or much specific on-the-job training in highly skilled occupations by qualified instructors. Traditional public job training and placement programs are not well-equipped to qualify job-aid recipients for such positions because of the amount of education and/or training required, a task made more difficult as the proportion of the "hard core" unemployed relative to the total of all unemployed individuals in the area increases with the passing of the national economic recession. Fortunately, local job training and placement officials have de-emphasized the traditional but ineffectual speculative work skills programs and have instead emphasized pre-employment training efforts more attuned to dealing with the problems faced by the hard-core unemployed in finding permanent employment.

II. Description of Area

a. Definition of Area

1. Location and Geographical Features

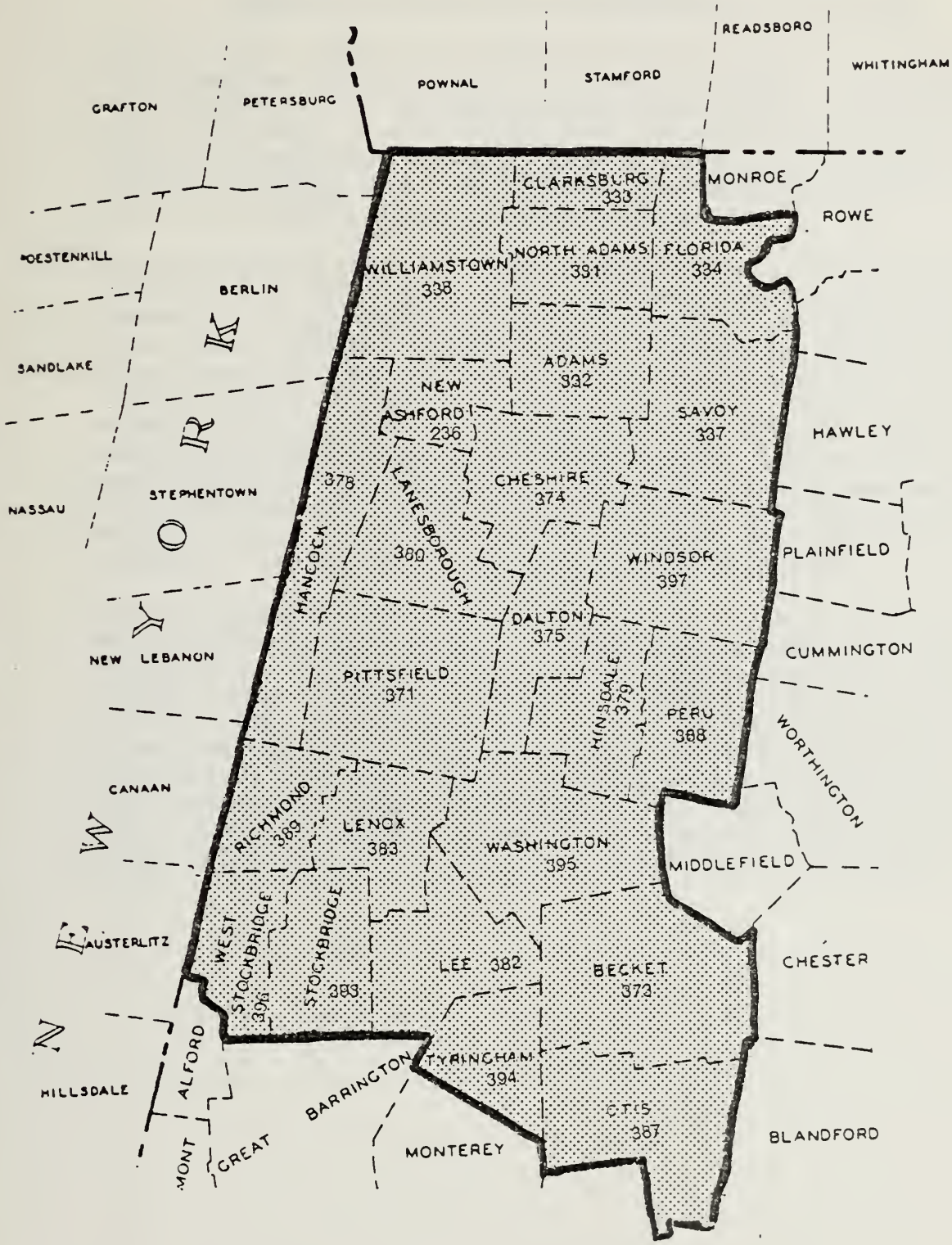
Cities and Towns: The Pittsfield Labor Area comprises two cities and twenty-two towns, all in Berkshire County. The cities are Pittsfield and North Adams; the towns are Adams, Becket, Cheshire, Clarksburg, Dalton, Florida, Hancock, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Otis, Peru, Richmond, Savoy, Stockbridge, Tyringham, Washington, West Stockbridge, Williamstown and Windsor. Prior to August 1975 the Pittsfield Standard Metropolitan Statistical Area consisted of the city of Pittsfield and the towns of Dalton, Lee, Lenox and Lanesborough only.

Boundaries: The labor area is bounded by the State of Vermont on the north and the State of New York on the west; in Massachusetts it is bounded on the south by the towns of Alford, Great Barrington, Monterey and Sandisfield (all in Berkshire County) and on the east by the towns of Blandford and Chester (both in Hampden County), Middlefield, Worthington, Cummington, and Plainfield (all in Hampshire County) and Hawley, Charlemont, Rowe and Monroe (all in Franklin County).

Land Area: The Pittsfield Labor Area covers 663 square miles, based on geographical boundaries determined by the U.S. Bureau of Budget in 1973.

Other Geographical Features: The area's most prominent feature is the chain of mountains known as the Berkshires. Mount Greylock (elevation 3,491 feet), the highest mountain in the state, is located in the Taconic Range near Adams; the Hoosac Range is of lower altitude and located in the southern part of the area. The area also boasts a number of picturesque lakes and valleys and numerous mountain streams and rivers, the Housatonic being the largest.

PITTSFIELD LABOR AREA



THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

March 1975

b. Population and Labor Force Characteristics and Trends

Pittsfield Labor Market Area population and labor force projections for fiscal year 1978 are given on the following page. (The unemployment projections also on this page will be discussed in Section V.) The actual numbers in each category are intended to be merely suggestive rather than predictive. However, they were estimated with the best available information, as the following description demonstrates, and may be used where necessary for planning purposes.

The Massachusetts Office of State Planning estimates Berkshire County population will not change appreciably between 1970 and 1980, whereas a comparison of population counts of the 1970 federal census and 1975 state census indicates a slight decrease. Hence, the 1978 fiscal year average population for the Pittsfield LMA was determined by linear interpolation of the 1975 state census figure with the 1980 OSP estimate (presumed to be the same number as the 1970 U.S. Census figure). Breakouts by sex and race (including the one for Spanish surname) were made by assuming the proportions in each category have remained the same as they were when the 1970 census was taken, while those by age were done using the latest state-wide survival rates for each age grouping as determined by the Bureau of Labor Statistics.

The total projected fiscal year 1978 labor force for the Pittsfield Labor Market Area was determined by taking the calendar year 1976 figure and estimating the impact of such economic factors as the national economic upturn, presumed increase in tourist business and layoffs by General Electric through fiscal 1978. Breakouts for all categories of age, sex and race were made by assuming relative proportions in each case remained the same as they were when the 1970 U.S. Census was taken. Since significant changes in work habits have taken place in Berkshire County since the beginning of the decade, these breakouts have considerably less validity than has the overall labor force figure of 66,748.

II. Definition of Area (continued)

Municipality	Population 1975	Population 1970	Percent Change
TOTAL	136,825	137,789	- 0.7
Adams	11,270	11,772	- 4.3
Becket	1,153	929	+24.1
Cheshire	3,199	3,006	+ 6.4
Clarksburg	1,958	1,987	- 1.4
Dalton	7,504	7,505	0.0
Florida	720	672	+ 7.0
Hancock	697	675	+ 3.3
Hinsdale	1,749	1,588	+10.1
Lanesborough	3,237	2,972	+ 8.1
Lee	6,319	6,426	- 1.6
Lenox	5,718	5,804	- 1.4
New Ashford	160	183	-12.5
North Adams*	18,424	19,195	- 4.0
Otis	898	820	+ 9.5
Peru	464	256	+81.2
Pittsfield*	55,299	57,020	- 3.0
Richmond	1,689	1,461	+15.0
Savoy	467	322	+45.0
Stockbridge	2,723	2,374	+14.6
Tyringham	2,228	2,312	- 3.6
Washington	328	234	+40.1
West Stockbridge	1,355	1,354	0.0
Williamstown	8,247	8,454	- 2.4
Windsor	569	468	+21.6

* Cities

Sources: U.S. Census (1970) and State Census (1975)
(Federal and State Census Data are not necessarily compatible)

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1978

Pittsfield, Massachusetts LMA

	Population	Labor Force	Employ	Unemploy	Unemploy Rate	Labor Force Participation Rate
TOTAL	137,452	66,748	61,588	5,160	7.7	64.4
White Male	65,355	38,674	35,604	3,070	7.9	78.5
0-15	16,081	--	--	--	-	-
16-17	2,607	2,097	1,861	236	11.3	80.4
18-19	2,627	2,309	2,103	206	8.9	87.9
20-24	6,261	4,019	3,631	388	9.7	64.2
25-34	8,768	6,081	5,277	804	13.2	69.4
35-44	6,558	6,129	5,650	479	7.8	93.5
45-64	14,042	12,543	12,000	543	4.3	89.3
65 +	8,411	5,496	5,082	414	7.5	65.3
White Female	70,296	27,346	25,304	2,042	7.5	51.6
0-15	17,297	--	--	--	-	-
16-17	2,804	1,438	1,212	226	15.7	51.3
18-19	2,826	1,016	856	160	15.7	36.0
20-24	6,734	2,636	2,356	280	10.6	39.1
25-34	9,430	3,983	3,665	318	8.0	42.2
35-44	7,053	4,160	3,941	219	5.3	59.0
45-64	15,104	8,848	8,289	559	6.3	58.6
65 +	9,048	5,265	4,985	280	5.3	58.2
Nonwhite Male	865	423	410	13	3.1	64.8
0-15	212	--	--	--	-	-
16-17	35	26	25	1	3.8	74.3
18-19	35	15	14	1	6.7	42.9
20-24	82	71	69	2	2.8	86.6
25-34	116	75	72	3	4.0	64.7
35-44	87	60	58	2	3.3	69.0
45-64	186	134	132	2	1.5	72.0
65 +	112	42	40	2	4.8	37.5
Nonwhite Female	936	305	270	35	11.5	43.3
0-15	231	--	--	--	--	--
16-17	37	9	7	2	22.2	24.3
18-19	38	26	21	5	19.2	68.4
20-24	90	24	19	5	20.8	26.7
25-34	125	64	59	5	7.8	51.2
35-44	93	46	42	4	8.7	49.5
45-64	201	92	83	9	9.8	45.8
65 +	121	44	39	5	11.4	36.4

III. Employment Developments and Outlook by Industry

a. Significant Economic Developments in 1976

Annual average nonagricultural wage and salary employment in the Pittsfield Labor Market Area remained virtually unchanged between 1975 and 1976 (though quite a bit less than the record 1974 total of 52,050). In effect, gains in softgoods manufacturing employment were offset almost completely by overall payroll declines in area hardgoods and nonmanufacturing industries, as the following table illustrates:

Annual Average
Nonagricultural Wage and Salary Employment by Industry
Pittsfield Labor Market Area
1974-1976

	1976	1975	1974
Nonagricultural Wage & Salary Employment	49,770	49,760	52,050
Manufacturing-Total	20,060	19,910	21,290
Durable Goods - Total	13,850	14,220	14,840
Nonelectrical Machinery	1,300	1,450	1,490
Electrical Machinery	11,010	11,470	12,350
All Other Durable Goods	1,540	1,300	1,000
Nondurable Goods - Total	6,210	5,690	6,450
Textiles	1,100	950	1,020
Apparel	440	420	510
Paper	2,510	2,180	2,710
Printing & Publishing	790	750	820
Chemicals	640	640	670
Rubber & Plastics	370	430	540
All Other Nondurable Goods	360	320	180
Nonmanufacturing - Total	29,710	29,850	30,760
Contract Construction	1,390	1,480	2,550
Wholesale and Retail Trade	9,690	9,510	9,780
Services	9,610	9,830	8,990
Government	5,220	5,220	5,650
All Other Nonmanufacturing	3,800	3,810	3,790

Total payrolls in most area softgoods industries continued to recover from the effects of the national recession, achieving rough parity with 1974 levels. In addition, increased business confidence among paper producers led not only to large increases in earnings throughout the industry, but to significantly increased investment in new plants and equipment. For example, the Schweitzer Division of Kimberly-Clark spent $3 million on capital formation, Crane $1.2 million, and Mead and the Jones Division of Beloit $200,000 each. The same pattern also occurred on a smaller scale in other industries in the nondurable goods sector, especially in printing and publishing.

Layoffs of some 800 General Electric employees constituted the most significant development in the Pittsfield area's economy over the year. About half of the job losses took place in the firm's distribution transformer (DT) operation, which suffers from severe domestic competition as well as the financial inability and/or unwillingness of utility companies to invest in new equipment at the present time because of uncertainties about the future demand for electricity. Approximatley 400 layoffs also took place in ordnance systems at GE because the firm finished the most labor-intensive component of its contracted work with the Navy for the fire control system of the new Trident nuclear submarine. On the brighter side, General Electric's power transformer (PT) operation made a net profit for the first time in the last seven years and its plastics division recorded a healthy increase in sales. Moreover, the firm announced that it had made a total of $11 million in capital investments at Pittsfield area plants in 1976, mostly in electrical machinery operations.

Smaller durable goods industries fared much better than General Electric in terms of employment,as well as in sales and earnings. Although capital investments proved to be mostly modest in size, significant overall gains were registered by smaller electrical machinery companies and by wood products, metalworking and other durable goods firms.

Tight money combined with lagging demand for housing in the area to keep contract construction employment far below normal over the year, while tight state and local government budgets prevented overall public payrolls from rising above the depressed 1975 annual average. On the other hand, the average number of local residents working in wholesale and retail trade industries increased markedly over the year, and service employment, which had suffered from recessionary aftereffects in early 1976, received a tremendous boost due to a record-breaking skiing season allowed by the arrival of consistently subfreezing weather in October (some two months ahead of schedule). Man-made snow enabled resort operators to take advantage of the cold temperatures and accorded them large profits even in November, usually a bad month for tourist-related services in Berkshire County. (The upswing occurred too late in the year though to have had a significant effect on annual average 1976 service employment).

As it has for most of the twentieth century, northern Berkshire County (hereafter designated NBC --it consists of the seven northernmost communities in the county) fared less well than the rest of the region. Without a vigorous tourist industry to fall back on, NBC is particularly dependent on having manufacturing payrolls remain relatively steady to avoid prolonged periods of economic distress. Unfortunately, this sector of NBC's economy has not responded as well to the national recovery as it has in the rest of Western Massachusetts. At least partly as a result of poor earnings several of NBC's firms have experienced changes in management. Hunter Outdoor Products and Inflated Products, both in North Adams, are presently undergoing reorganization under the federal bankruptcy laws, while the new owners of Rochester Paper in Adams reduced the company's payroll from 80 to 52 and threatened to close it down completely unless they received a two year moratorium on having to pay wastewater treatment plant tax assessments. Arnold Print Works reduced its employment by 100 (to about 700) in the last six months of 1976 and appointed a new president to improve the economic viability of the firm's operations. Also, Sprague Electric was purchased by General Cable Corp. late in the year. In addition, NBC lost its bid for a $5 million federal Economic Development Administration grant which would have allowed restoration of the Hoosuck Community Resources Corporation Building and site preparation for two industrial parks, all in North Adams. Finally, the owner of the Sheraton North Adams Inn announced that he will close the hotel in March if he has not been able to find a buyer for it by then. The facility has failed to make a profit in any year since it opened, although operating losses have declined steadily.

This is not to say that there have been no bright spots in the region's economy over the year. In fact, Sprague turned a sizeable 1975 operating loss into a handsome net profit position in 1976 and Inflated Products has received a $5.7 million contract from the Defense Logistics Agency to produce sleeping bags, a contract which will mean 75 to 100 new jobs at the firm's plant by the end of March 1977. Nevertheless, recalls of those laid off at other NBC firms have been slower than was hoped and the possibility of cutbacks to improve productivity at the companies under new management looms all too large at the present time.

b. Short-term Economic Projections

With one glaring exception, area manufacturing firms should be able to avoid having sizeable or prolonged layoffs in calendar 1977 because, as the national economy continues its slow but methodical climb out of

the long recession, increased gross national product will eventually filter down to substantially increase demand for goods and services produced in Berkshire County. The severe winter weather which has plagued most of the eastern half of the nation has not forced any local industrial closings, as happened elsewhere, and in fact has had a highly favorable impact on Pittsfield area ski resort business. The recent spate of capital investment projects, combined with others announced for the upcoming year, is evidence that local employers look forward to improved economic conditions and intend to make the most of them. Virtually all manufacturing industries expect to see sales and earnings increase markedly and payrolls to rise somewhat, or at least hold their present levels for the foreseeable future.

Unfortunately for the LMA's economy, General Electric, by far its largest employer, has announced scheduled layoffs of between 1,000 and 1,200 workers during 1977, on top of the 1,800 it has already terminated in the previous two years. Payroll losses of about 450 are expected in the firm's Ordnance Systems division upon completion of a Navy contract for 56 Mk 45 gunmounts, but the majority of the layoffs will be in GE's transformer operations, both in PT (due to continued weak demand for power transformers by utility companies) and DT (because of lagging demand combined with relatively high local production costs compared with GE plants in Shreveport, Louisiana and Hickory, North Carolina).

Despite the large numbers of employees who have been or are about to be laid off at Pittsfield area plants, there are some favorable signs in the firm's local employment picture. Its Plastics division has shown consistent growth in recent years and a further 20 percent increase in sales is expected for the one upcoming, though this will not generate many new jobs. More to the point, GE officials are confident enough about future transformer sales to have budgeted an additional $10 million for capital improvements in this area. By mid-1978, total GE employment in the county is expected to level off as both the electrical machinery and ordnance components of the firm receive a sufficient number of new contracts to be able to maintain a stable work force once again.

As in manufacturing, the Pittsfield Labor Market Area's nonmanufacturing sector presents a distinct mixture of strong and weak elements. By far the most impressive feature of the local economy in recent years has been the growth of all aspects of its tourist industry. Every sign points to continued vigor in this the area's second largest industry, but the fates will not be nearly so kind to other nonmanufacturing industries, especially contract construction. To see why, requires a closer look at individual components of the area's nonmanufacturing sector.

Tourism in Berkshire County is strongly tied to the changing seasons and involves at least four distinct periods of activity. May and June attract conventioneers drawn by mild weather, the beauty of the region and its unhurried pace of life. July and August bring those who enjoy the area's unique cultural events, such as Tanglewood, Jacob's Pillow and the Williamstown Theatre Festival. Late September and October attract foliage tour enthusiasts while December through March brings skiers, snowmobilers as well as those drawn to the Winter Carnival and other cold weather events. Traditionally, the months of April and November have had little tourist activity, although some facilities, such as the Eastover resort complex in Lenox, remain open year round.

At present the salient feature of Berkshire County tourism is the significant growth that each of these components has shown in recent years. While continued growth at the same rates are neither expected nor desired, the industry as a whole should be more than able to hold its own in coming years. In particular, the unusual character of indigenous tourist attractions should effectively insulate them from competition by other areas both near and far. Thus, the summer cultural events are almost unique in their ability to combine warm weather ambience with artistic performances at the very highest levels of skill. In winter, local ski resort operators concentrate on teaching a never-ending supply of beginners and intermediates and thus do not have to worry about losing advanced skiers to other areas (cross-country and night skiing represent new areas of untapped growth which should further bolster winter tourism in the area). In any case, all phases of tourism can be expected to benefit from higher levels of income and employment as the nation pulls out of what has been the worst recessionary period since the Great Depression.

The same, unfortunately, cannot be said for the area's contract construction industry. Plagued by relatively high interest rates, taxes, labor costs and land prices, construction employment remains far below normal. The situation will only grown worse with the planned layoffs of General Electric workers that will take place throughout 1977. The already depressed housing market will be forced to absorb homes expected to be sold by professional and managerial employees transferred to "sunbelt" plants. Some job losses may also occur in other nonmanufacturing industries, especially services and wholesale and retail trade, as the total compensation in wages and salaries of workers at local GE enterprises continues to decline. However, generally improved economic conditions will keep such losses minimal.

Overall, the Pittsfield LMA's economy is fundamentally sound, but it will be hard pressed to absorb the cutbacks at General Electric and find work for long-suffering construction workers. On balance, total employment will probably decline marginally over the year but will start to creep back upward when General Electric begins to receive expected contracts for transormers and ordnance equipment around mid-1978.

The situation in northern Berkshire County is less favorable than that in the whole Pittsfield LMA. Many General Electric workers reside in the NBC area and will thus be directly affected by the scheduled layoffs at GE. On the other hand, while the possibility of further staff reductions or actual plant closings cannot be completely discounted, the region has probably seen the last of these for awhile, especially now that the end of the long national recession appears imminent. In addition, completion of the $31.5 million Greylock Glen resort project, with or without casino gambling, and/or the $13 million Quintus Urban renewal project in downtown North Adams, would provide a needed stimulus to NBC's economy and perhaps circumvent its dependence on manufacturing to provide jobs for its working population.

Unfortunately, NBC requires more than just to hold the line against declining employment. The region has been economically depressed by various degrees for almost the whole of the twentieth century, and it was hit hard by the recent recession. Even though it will receive its share of economic stimulation from the expected national upturn, NBC will remain an essentially depressed area for the foreseeable future unless new industries of some sort can be made to materialize from outside the region.

c. Economic Possibilities for 1985

Constructing an economic scenario for a particular area is always an undertaking fraught with uncertainty. It's particularly tricky when the area under consideration has an "open" economy, one that is influenced and can be overwhelmed by events outside its boundaries. Thus the Pittsfield LMA's economy can be buffeted or buoyed by state-wide national and even international developments which often have as much impact as those generated internally. Nevertheless, with the understanding that it is not possible to anticipate all of the significant economic events which will effect the LMA's economy over the next eight years, let us attempt to analyze the forces influencing its direction and offer some suggestions as to what can be done autonomously to improve its performance.

At present the most significant feature of the Pittsfield area's labor market is the unusually high percentage of its total nonagricultural wage and salary employment engaged specifically in manufacturing enterprises, over 40 percent for 1976 compared to about 25 percent for both Massachusetts and the country as a whole, an anomaly particularly surprising because of the importance of tourism as a major industry in the area. This will make it particularly difficult for the LMA's economy to adjust to higher rates of automation in the manufacturing sector forecast by industrial analysts. The other potentially dangerous imbalance is created by the relative size of General Electric's overall payroll compared with total nonfarm employment in the area. At the beginning of 1977 GE accounted for some 18 percent of this employment directly and indirectly affected payrolls in scores of service-related and wholesale and retail trade enterprises. Major payroll cutbacks at GE and other manufacturing firms will inevitably lead to a significant

deterioration of the area's economic well-being -- a situation which might be avoided if its economy were more balanced. This is not to say that Berkshire County should not promote policies to attract new manufacturing firms and hold on to the ones already here, but since nonmanufacturing employment as a percentage of total area nonfarm payrolls is bound to rise significantly by 1985 the problem that area planners must solve is how best to reemploy displaced factory workers in new nonmanufacturing jobs.

Before examing some specific answers to this question, it is necessary to reiterate that much of the manufacturing infrastructure of the area will remain fundamentally sound well beyond our 1985 planning horizon. Machinery producing firms generally had good years in 1976 and, with the exception of General Electric's local distribution transformer operation, should prosper in the future, though automation will probably force some payroll cutabcks to be made during the next eight years. On a smaller scale, the same can be said for the other hardgoods industries. Softgoods employment totals are much more vulnerable to both automation and foreign competition and further shutdowns of textile and apparel firms in the area remain ominous possibilities. Fortunately, the most important softgoods industry in the area, paper and paper products, should also fare the best over the planning period. The industry's output generally consists of superior quality products such as currency paper and high-grade stationary which have stable or growing markets in the foreseeable future (as an example, the recent Schaeffer-Eaton merger greatly expanded the marketing potential of the firm's Pittsfield plant). In addition, many of the paper firms in the area have operated locally for generations and are not likely to close down or move unless forced to do so by severely adverse and unforeseen circumstances. The recent behavior of Crane and Company in Dalton during the recession in making every effort to avoid all layoffs (despite substantial operating losses) and limiting the duration of unemployment of those it was nevertheless forced to furlough demonstrates the psychological investment the firm sees itself having in the local community.

Further growth in Berkshire County's tourist industry presents the area's economy with its biggest opportunity and its most difficult challenge. The industry has prospered by catering to affluent families and individuals, not only by serving as a repository for cultural events of consistently excellent quality, but just as important by providing a very beautiful physical environment with a style of life which attracts the affluent by being unhurried, uncrowded, uncluttered and relatively noiseless. Community leaders are well aware that uncontrolled growth in tourist facilities would quickly dissipate the ambience which draws the well-to-do to Berkshire County and yet utterly fail to attract sufficient numbers of the middle class to compensate their leaving. But it is not only proliferation of fast-food outlets, cheap motels and an overabundance of tourist gift shops, all placed along rural highways, which must be avoided, too

many quality restaurants, hotels and skiing facilities would by themselves bring too much noise, traffic congestion and other kinds of overcrowding to enable the region to continue to attract its traditional clientele. Furthemore, too much growth would also force the area to face up to the "peak load problem" of having to provide large weekend influxes of tourists with police protection, sanitary facilities, electric power, medical care and other public and quasi-public services in quantities far greater than normal weekday demands require, at a high cost not only in terms of money, but also in degradation of the region's natural beauty, as developers encroach upon previously virgin sites.

This is not to say that growth in tourism in the county must be constrained entirely, but only that it must be carefully controlled to avoid destroying the basis for its existence in the first place (local opposition to the state's proposal to transform the former Shadowbrook Seminary in Lenox into a medium-security prison is largely based on the adverse effects such a facility would presumably have on area tourism). Rather, expansion of tourist facilities should be undertaken to avoid crowding, noise and deterioration of the environment. One possibility is to attempt to attract more tourists during off-peak periods such as April and November, perhaps by offering such incentives as lower hotel rates, community sponsored festivals, etc. Another way of tapping the full potential of the tourist market could be to extract more dollars from individual tourists by providing more comprehensive tourist retail stores, including at least one sizeable suburban shopping mall and another one in Pittsfield. Another possibility would be to upgrade inter-city roads, though not necessarily building new ones, to make travel within the county easier and more pleasurable. In these and other ways, growth in tourist business can take place in nondisruptive manner.

Community leaders are currently examing a number of proposals to aid commerce in general by attracting new industry, and by persuading local firms that have been tempted to move to stay in the region. One concrete proposal now under study is construction of a bypass highway around Route 7 in Pittsfield, thereby removing what is perceived to be a deterrent to new manufacturing firms locating in the area (businessmen believe, rightly or wrongly, that the current transportation costs of moving raw materials and finished products through the city are simply too high). The junction of Route 7 and the bypass would also be the logical site for a new shopping mall. Meanwhile, a parking garage and more comprehensive retail shopping outlets in downtown Pittsfield will be needed both to keep payrolls earned locally within the area and to attract tourist dollars; otherwise the city's central business district might become blighted. Studies are also underway considering the feasibility of constructing one or more strategically located "shell buildings", partially completed structures that can be tailored to the specific needs of future businesses. Many communities already have these buildings

available, putting the Pittsfield LMA at a considerable disadvantage in attracting firms which want to begin production as soon as possible. "Shell buildings" would also help the area draw glamor businesses dealing in such "exportable services" as consulting and computer software. These highly attractive enterprises would pay high salaries and have virtually unlimited growth potential and yet operate in centrally located and nonpolluting facilities with "shell buildings". Berkshire County's pleasant noneconomic attributes, its beauty, quietness and ease of living, should prove to be attractive to this type of enterprise.

One major obstacle to attracting new business firms to Berkshire County is particularly hard to deal with locally, the perception in other parts of the country that it's hard to do business in Massachusetts, and in particular to deal eith state government regulations and attitudes. High taxes (especially property taxes), inefficient government, overly restrictive labor and environmental regulations and generous unemployment compensation and welfare benefits, among other difficulties, tend to make all parts of the state unattractive to new enterprises. Fortunately, strenuous efforts are being made, such as the recent abolition of unemployment benefits to individuals who quit their jobs voluntarily, to reverse what are perceived to be anti-business attitudes among government officials. Being a rural area and furthest away from the state capital, however, Berkshire County has already done a great deal to promote a pro-business environment. Workers tend to be hard-working and not prone to strike unless greatly provoked, while local government officials have shown themselves to be responsive to the needs of business. Hopefully, these pro-business attitudes will serve as examples state-wide and thereby lead to a change in the way out-of-state businessmen view doing business in Massachusetts.

In effect the overall long-term economic outlook in Berkshire County is hopeful. Most manufacturing concerns can be expected to at least hold their payrolls at present levels, while in the nonmanufacturing sector construction will recover eventually and tourism will show some degree of growth. It is true that job losses at General Electric over the next year will be difficult to replace, but in the long-run GE's payrolls will level off as public and private contracts are once again received. Total area employment will be stagnant, but since the area's population is not growing, this will not be a problem (indeed overpopulation would destroy the very characteristics of the county which now attract tourists and residents alike). Indeed, there is considerable reason to believe that enough new business can be attracted in the near future to keep area unemployment well below national rates.

Such is not the case in northern Berkshire County. The region not only suffers from all of the disadvantages which affect other parts of the state, including south and central Berkshire County (such as high taxes, labor costs, energy costs, and remoteness from industrial suppliers and product markets), but has some additional ones as well. It does not possess the highly developed tourist industry which buoys the rest of the county does not have enough population to support business development or fund shopping centers (which would attract tourists) and is hard to reach comfortably by major highways. In addition, much of its land area is located in places, such as wetlands or rocky areas not suitable for development.

In many respects, northern Berkshire County is like an underdeveloped country which needs simultaneous breakthroughs in a number of areas to achieve economic vitality. Thus, local public officials have the perplexing problem of how to allocate limited development funds to best advantage. So much needs to be done, it is hard to determine where to start.

But, unlike an underdeveloped country, NBC has some highly useful advantages, especially when compared to other parts of the state and nation. Labor productivity is excellent, occupational skills are varied and abundant and workers are still fired by Yankee attitudes toward hard work. While transportation for people needs improvement, goods may be readily moved by both the railroad and by trucks. In fact NBC is within easy reach of such major markets as Boston, Buffalo, New York and Montreal. In addition the region's new $8 million Hoosac Water Quality sewage collection and treatment plant in Williamstown greatly enhances NBC's attraction to increasingly environmentally-conscious manufacturers, and its fine educational facilities, especially Williams and North Adams State College, offer prospective new employers all of the technical assistance they are likely to need. Finally, northern Berkshire County possesses the same wide range of medical, educational, cultural and recreational facilities found in the rest of the county and the slow pace of economic development has yet had little adverse effect on the pristine beauty of its mountains and valleys, making it a nice place to live and do business--a situation which would not be greatly affected by a modest rate of economic development.

Various methods to enhance economic development in NBC have been debated for years. Many community leaders believe that better inter-county roads are needed to attract both new business firms and tourists to North county. Most important of these would be a new limited-access north-south highway through the county or at least a major upgrading of the old pitted and twisting Route 8. At least one major industrial planner purposes a "shell building" in North Adams to attract new

manufacturing firms (Bennington, Vermont recently attracted a sprocket-making firm at least partly because an industrial shell ready to be occupied was already available). Without such new facilities, NBC will find it hard to draw new concerns which would instead have to occupy the abandoned and inefficient two- and three-story mills common to NBC. Hopefully, state and federal grants may become available to provide funds for a "shell building" as well as for three industrial parks proposed for the area.

Opinions differ as to the best way to attract tourist dollars to the northern Berkshires. Some growth in NBC's ski industry can be expected as the national economic recovery continues, but the area may require new lodging facilities if it is to receive its share of the increased business (skiers generally prefer to remain close to the slopes rather than stay in nearby cities). To attract visitors to North Adams itself the city already has the 100- room Sheraton North Adams Inn and several quality retail outlets , but completion of the $13 million Quintus downtown urban renewal project is necessary to restore the city as a center of commerce (the proposed five-story parking garage and the 150,000 square-foot shopping mall are both needed to attract tourist income and keep residents' payrolls within the local area). Many local officials in Adams believe prompt completion of the Greylock Glen resort complex is equally vital to that town's economic rejuvenation. Beyond this, NBC communities need better promotion of such local attractions as the Williamstown Theatre Festival, Clark Art Museum, Hoosuck Community Resources Corporation and other cultural and recreational facilities. All together, new hotels and motels, shopping facilities and promotion of already existing cultural and recreational activities could add up to a healthy tourist industry for north county.

While NBC will probably enjoy increased production of lumber and wood products from proper management of indigenous forests and can increase local quarrying operations significantly, its most important resource lies in the work skills of its labor force. Once new enterprise, whether heavy or light manufacturing, tourist-related or otherwise, establishes itself in the region it can be assured of high productivity and relatively few labor problems. But to attract new business requires financing new resort facilities, shopping centers, industrial shells (or industrial parks) and road systems together -- in order to make NBC a viable integrated economic unit. Without state or federal aid, northern Berkshire communities must do all of these things themselves. One possible way of dealing with this situation is to offer various tax breaks to induce new firms to come to and old firms to stay in the area, but this only limits further the resources necessary to build

up its economic infrastructure of "shell buildings", industrial parks and tourist-related facilities. Thus, we are back where we started from: NBC's economy is currently too depressed to generate the income necessary to provide investments in the facilities required to induce growth and lead the way to economic vitality. But if outside funds become available, for example by the developers of Greylock Glen, retailers in the Quintus Project, or through state and federal grants to construct manufacturing shells, finance industrial parks and improve inter-county roads, NBC will be able to make use of the potential contained in its highly productive work force and thereby once again grow to be a vibrant economic force in Berkshire County.

IV. Employment Developments and Outlook by Occupation

The 1976 Berkshire County Occupational Outlook Survey, published in January 1977 by the Community Services Division of Berkshire Community College in Pittsfield, represents the best source of labor market data by occupation now available for the local area. Much of this section of the APR consists of compilations and analyses of trends and projections found in the Survey. One indication of current area manpower needs by occupation may be inferred by analyzing changes between 1975 and 1976 in the average number of employee workers in the various major occupational categories in the county:

Berkshire County Employment by Major Occupational Category
Survey of Annual Averages for 1975 and 1976
Based on Data Compiled from
The 1976 Berkshire County Occupational Outlook Survey

DOT Code	Major Occupational Category	Total Change In Employment %('75 to'76)	Actual New Jobs/1976 % by Category	1976 Total Employment % by Category
	TOTAL	5.6	100.0	100.0
0,1	Prof., Tech., & Managerial	5.7	33.5	32.6
2	Clerical and Sales	10.2	40.1	21.9
3	Service	1.2	3.5	15.9
4	Farming, Fishing and Forestry	6.7	0.1	0.0
5	Processing	4.5	0.6	0.7
6	Machine Trades	-1.9	-3.8	10.3
7	Bench Work	1.5	1.3	4.4
8	Structural Work	13.3	23.9	10.7
9	Miscellaneous	1.2	0.8	3.5

Almost three-fourths of the new jobs created in the county over the year were in white collar occupations. Substantial increases in the demand for engineers, wholesale and retail store managers, lawyers and teachers as administrators were recorded in the professional, technical and managerial category, though fewer faculty members and administrators were needed at area colleges. Almost all occupations in the clerical and sales category showed net increases over the year (led by jobs for clerks, bookkeepers, salesmen,and secretaries) while increased demand for plumbers and fitters, building-trade loaders and excavators paced new employment in structural work occupations. On the other hand, there were large declines in demand for the services of machinists, waiters and waitresses, chefs, passenger drivers, and electronics assemblers, among others, in service, processing, machine trades, bench work and miscellaneous occupations.

To a large extent the occupational distribution of the additional jobs created during 1976 represents nothing more than the differential rates of economic recovery exhibited by local industries employing different mixes of labor skills in their production processes. But it is not unreasonable to infer that those occupational skills which have shown the most resilience during the recession, that is those which remained in demand or recovered quickly in the face of recessionary pressures, have in fact greater potential for growth,at least during the next few years.

More cogent information on future job prospects by occupation may be garnered by asking area employers what types of work skills they now require and whether or not these are available in sufficient quantities. Fortunately a sample of area employers has been surveyed concerning these questions and the results of interviews with them have been summarized in the table on the following page as compilations of jobs they believe to be either "easy to fill" or "hard to fill" relative to readily available local supplies of workers with particular job skills:

Easy to Fill and Hard to Fill Job Openings
by
Major Occupational Category
Survey of Berkshire County Employers
Based on Data Compiled From
The 1976 Berkshire County Occupational Outlook Survey

DOT Code	Major Occupational Category	Easy to Fill		Hard to Fill	
		Number	Percent	Number	Percent
	TOTAL	7,656	100.0	3,825	100.0
0,1	Professional, Technical & Managerial	732	9.6	1,440	37.6
2	Clerical and Sales	2,689	35.1	723	18.9
3	Service	1,423	18.6	552	14.4
4	Farming, Fishing & Forestry	57	0.8	235	6.1
5	Processing	422	5.5	110	2.9
6	Machine Trades	278	3.6	442	11.6
7	Bench Work	829	10.8	105	2.8
8	Structural Work	715	9.3	47	1.2
9	Miscellaneous	511	6.7	171	4.5

There is clearly at present an oversupply of labor generally throughout the county and specifically among those in clerical and sales, service, processing, bench work, structural work and miscellaneous occupations. Jobs are somewhat easier to find in the professional, technical and managerial, farming, fishing and forestry and machine trades categories, but finding work currently in Berkshire County often requires possession of specific and hard-to-acquire job skills. This is most clearly illustrated by noting that, while openings for machinists in general remain scarce, great numbers of metal machinists are in demand at area firms. Unfortunately, this highly skilled occupation, which involves reading blueprints working to close tolerances and being able to effect extensive repairs on different types of machinery, requires years of both classroom and on-the-job training

by qualified instructors. Many of the other hard-to-fill job openings now available also require applicants to have had large amounts of formal and/or specific on-the-job training to qualify for hiring, a condition not expected to change in the foreseeable future.

The 1976 Berkshire County Occupational Outlook Survey itself has come up with several conclusions which are more specific than those presented above. Demand for construction workers will remain woefully weak at least through 1977, and area employers as a whole expect to see some decline in total full-time employment over the year. On the other hand, there should be continued growth in demand for those who prepare and serve food and maintain rooms at area restaurants, hotels and inns. Demand should also remain strong for health care professionals, bookkeepers and automobile sales and service personnel. These trends in effect derive from expected growth in the area's nonmanufacturing sector in the near future, particularly in tourist-related industries.

The best long-run occupational projections for the Pittsfield Labor Market Area that can now be made are basically the same as those formulated by forecasters for the country as a whole, with small alterations made to take into account the relatively large size of the local area's electrical machinery, nonelectrical machinery, paper and tourist-related industries. By 1985 the increased relative size of local nonmanufacturing operations will make the Pittsfield LMA's economy rather more similar in microcosm to that of the national economy than it is at present. Granted there will continue to be disproportionate requirements for electrical engineers, waiters and waitresses, hotel maids, papermakers and others with the occupational skills needed to enable traditional local industries to continue to function efficiently, but some others who now hold jobs in the area's manufacturing sector will find themselves displaced by automation and/or foreign competition. As in the nation as a whole, the new jobs which become available will be primarily in white-collar, service-industry occupations primarily requiring advanced administrative, communicative and mathematical skills. College graduates should find the greatest number of new job openings in accounting, management, sales and health care, with somewhat fewer opportunities in education, social work and other public service jobs. Employment prospects for high school graudates will not be as great or as varied, centering on opportunities in tourist-related occupations as well as for clerks, secretaries and certain highly skilled, specialized manufacturing occupations (such as metal machinery).

V. Recent Unemployment Trends and Outlook

It is difficult to evaluate month-to-month changes in the Pittsfield LMA's unemployment rate because of the highly seasonal nature of its tourist industry, the second largest (after electrical machinery) employer of its labor force. What is certain is that the area's official unemployment rate dropped from 11.9 to 8.0 percent of the labor force between January 1976 and January 1977. The decrease, with seasonal factors eliminated, is not quite as large as these figures appear to indicate because the former is somewhat overstated and the latter slightly underestimated. The January 1976 figure is inflated by counting as unemployed a significant number of Federal Supplementary Benefits (FSB) unemployment compensation recipients whose classification (due to age) as part of the working population was questionable enough for them probably not to have been considered part of the labor force. On the other hand, the January 1977 figure fails to count as unemployed a number of individuals who have exhausted all regular and supplementary unemployment benefits and have been presumed to have dropped out of the labor force. While there are mandated procedures from the Bureau of Labor Statistics used to estimate the number of exhaustees still unemployed in an area, the traditionally high labor force participation rate in Berkshire County, compared to other parts of the state and nation, undoubtedly leads to an undercounting of the number of unemployed exhaustees in the Pittsfield LMA. Nevertheless, despite these qualifications which amount to but a few tenths of a percent in the unemployment rate in each instance, there is no doubt that the Pittsfield area's economy experienced substantial improvement over the year.

The benefits of the upturn were not, however, distributed equally to workers in all of the industrial components of the area's economy, as the following table of unemployment rates, based partly on unemployment claims surveys taken in its two DES offices, makes clear:

Estimated Percentage Unemployment Rates by
Major Industrial Category
Pittsfield Labor Market Area

Industrial Category	January '77	January'76	January '75
TOTAL INDUSTRY	8.0	11.9	9.0
Manufacturing-Hardgoods	4.5	11.1	2.0
Manufacturing-Softgoods	8.8	11.1	13.6
Construction	35.5	42.9	36.2
Trade	6.7	17.9	9.0
Services	8.6	12.7	8.1
Other Nonmanufacturing	2.9	5.8	9.6

The national recession struck the area in November 1974 and had an immediate impact on softgoods payrolls, particularly in the paper and paper products industry. Employment in hardgoods manufacturing, trade and services were not adversely affected for some time, but unemployment rates increased markedly during 1975. On the other hand, payrolls in contract construction had been falling steadily since summer 1973. At present all industrial categories except one are still experiencing levels of unemployment above what can be considered normal by recent historical standards. Contract construction remains far the hardest hit, while even industries of customarily low unemployment continue to suffer from the aftereffects of the recession. Hardgoods manufacturing unemployment would be lower still were it not for the layoffs at General Electric. The unemployment rate in the "other nonmanufacturing" category is unusually low only because entry-level jobs in such industries as banking and insurance are currently experiencing far less turnover than generally occurs during non-recessionary periods because individuals who hold these jobs have far less opportunity to move up to higher paying jobs in manufacturing firms than they had in previous years.

Fiscal year 1978 unemployment is projected to be 7.7 percent of the Pittsfield LMA's labor force, as shown in the table at the end of this section. This estimate is based on analysis of employment trends expected to occur in the area, particularly a projected increase in tourist industry payrolls and continuing layoffs planned by General Electric over the next year or so. The unofficial unemployment rate for north Berkshire County is likewise projected to be 9.7 percent of its labor force.

Long-term projections of unemployment rates are impossible to make with any degree of certainty at present for either the Pittsfield LMA or the NBC region. The continuing national battle against inflation should keep the larger area's seasonally adjusted unemployment rate above 6.0 percent between now and 1980 and 5.0 percent between 1980 and 1985 (low birth rates during the 1960's will decrease the number of new labor force entrants dramatically around 1980, thereby lowering competition for entry-level jobs and hence overall unemployment rates), with corresponding lower-limit rates for NBC of 7.5 percent and 6.3 percent respectively. But reducing unemployment to these levels depend upon the LMA's ability to attract new industry to replace jobs lost through the factory closings and automation of production expected to take place throughout the area in the years ahead. If new industry fails to materialize, area unemployment rates will remain well above the theoretically achievable lower-limits given above.

ADDITIONAL UNEMPLOYMENT PROJECTIONS

FISCAL YEAR 1978

Pittsfield LMA

	Unemployment	Unemployment Rate	Long-Term Unemployment	Number of Different Individuals Unemployed During Year
TOTAL	5,160	7.7	1,521	15,480
White Male	3,070	7.9	1,056	
White Female	2,042	7.5	458	
Nonwhite Male	13	3.1	0	
Nonwhite Female	35	11.5	7	

VI. Individuals In Need of Manpower Services

Economic, demographic and other characteristics of individuals who have applied for employment-related assistance at DES offices within an area are listed in Employment Service Automated Reporting System (ESARS) reports for that area. A summary of significant characteristics of such individuals, whose names are contained in the active file for this kind of assistance at the the two Employment Service offices in the Pittsfield Labor Market Area, is given in the table following:

Characteristics of Individuals in the Active File
for
Employment-Related Assistance
Pittsfield Labor Market Area

Characteristics	January 30, 1977 Percent of Total	January 30, 1976 Percent of Total
Under Age 20	12.2	8.9
Over Age 45	12.9	17.4
Male	56.3	50.9
High School Dropout	35.6	30.8
Minority Group	4.4	0.8
Veteran	21.7	17.3
(Vietnam Only)	(12.2)	(9.5)
Handicapped	7.2	5.6
Economically Disadvantaged	57.2	42.0
Welfare Recipient	39.5	23.1

The increase in the percentage of individuals seeking employment-related assistance in every category except those over age 45 strongly implies that there has been a substantial decrease in the number of "cyclically unemployed" in the Pittsfield LMA, that is those put out of work by the recession, and that most of those in the area's labor force still without jobs are particularly hard to place and must be classified among the "hard-core" of the area's unemployed individuals (those "structually unemployed", to use the formal economic term for this classification). Helping these people find permanent employment is a much harder task than aiding those who are used to working steadily but have lost jobs for strictly economic reasons. Further diagnosis of the problems facing this "hard-core" of unemployed individuals will be deferred to Section VIII of the report, along with suggestions on how to deal with them effectively.

ADDITIONAL PLANNING DATA PROJECTIONS

FISCAL YEAR 1978

Pittsfield LMA

	Employed Part-Time for Economic Reasons
TOTAL	2,635
White Male	1,246
White Female	1,341
Nonwhite Male	25
Nonwhite Female	23

	Economically Disadvantaged 18 Years and Over
TOTAL	10,221
White	9,939
Black	195
Other	10
Spanish	77

VII. Labor Supply/Demand Imbalances

The listing of hard-to-fill job openings and hard-to-place job applicants compiled on the following page clearly indicates the magnitude of the problem facing placement personnel in the Pittsfield LMA at the present time. What few jobs are available require, for the most part, highly developed occupational skills, often including university training. But those seeking work are looking primarily for lower-grade white collar jobs, which pay comparatively little even when they are available (workers in construction trades are also hard to place because there is little demand for their particular skills at present). Public job training programs designed to teach easily acquired work skills thus have almost no chance to succeed, since there are few jobs available which are both learned with comparative ease and pay a living wage to their possessors. This does not mean that public employment programs ought to be abandoned throughout the Pittsfield area, only that their efforts should be redirected into more productive channels, as outlined in the next section of this report.

Area and State Pittsfield, Massachusetts Labor Market Area

Month and Year January 1977

Occupational Classification of Hard-to-Fill Job Openings			Occupational Classification of Hard-to-Place Job Applicants		
Occupational Code and Title			Occupational Code and Title		
DOT Code	Occupational Title	Comments	DOT Code	Occupational Title	Comments
I	II	III	IV	V	VI
003.081	Engineer-Advanced Guidance Systems	Lack of Qualified Applicants	091.228	Teacher, Secondary	Lack of Openings
008.081	Senior Process/ Production Engineer	Lack of Qualified Applicants	201.368	Secretary	Low Pay
012.188	Methods & Planning Engineer	Lack of Qualified Applicants	209.388	Clerk-Typist	Low Pay
020.088	Computer Development Engineer	Lack of Qualified Applicants	210.388	Bookkeeper	Low Pay
313.381	Foreign Food Specialty Cook	Lack of Qualified Applicants	219.388	Clerk, General Office	Low Pay
556.780	Mold Setter	Lack of Qualified Applicants	355.878	Nurse Aide	Lack of Transportation
600.281	Machinist	Lack of Qualified Applicants	860.381	Carpenter	Lack of Work
			869.984	Construction Worker	Lack of Work
			905.883	Truck Driver	Lack of Work

VIII. Training Programs

Conclusions drawn from the manpower analyses made in Section VI and VII of this report strongly suggest that officials in charge of training programs under the Comprehensive Employment and Training Act (CETA), in Berkshire County and elsewhere, face several difficult, perhaps irresolvable, problems in operating effective job-development programs. In the first place, as the recession slowly passes CETA will find itself becoming increasingly less involved with retraining workers who have lost jobs due to automation and foreign competition and increasignly more involved with training hard-core uenmployed workers, many of whom have never held steady employment for any length of time. Secondly, most of the job openings now available or soon expected to be created in the county are in occupations which require a great deal of formal and/or on-the-job training, neither of which can be sucessfully imparted in CETA programs which last six or twelve months at most. Conversely, most of the positions that CETA traninees can at present qualify for will be in short supply indefinitely, because of a surplus of individuals in the county, due to the recession, who already have the qualifications to fill them, and who can expect to be rehired in their former capacities before any CETA trainees will be considered for such employment. More fundamentally, current CETA job-training programs suffer from the same intrinsic defects that have always been inherent in publicly financed training programs: during prosperity such programs are unnecessary and wasteful because private employers can and do train workers in the precise mix of work skills they need, while during recessions CETA training goes to waste because there are few jobs openings available even for the trainees who successfully complete these programs.

Leading officials at the Berkshire Training and Employment Program (BTEP-the CETA organization in Berkshire County) and the Employment Service (ES) component of the two Division of Employment Security (DES) offices in the county are acutely aware of the structural defects which have caused the failure of such previous public job placement programs as the Manpower Training and Employment Act (MDTA), Emergency Employment Act (EEA), Job Corps, Supplementary Training and Employment Program (STEP) and numerous other alphabet soup training and placement programs extending back in time to the beginning of the Great Depression. Their two-fold response consists of a more judicious and effective use of available counselling and training personnel in dealing with the problems of individual job aid recipients and a de-emphasis on job training programs per se.

With the proportion of hard-core unemployed individuals continuing to rise as the recession subsides, BTEP officials see an increasing need to emphasize pre-employment training over specific job training in their overall job training and placement effort. Many unemployed individuals have difficulty finding and keeping work, not because they lack job skills, but because they do not have the proper motivations and attitudes needed to accomplish this. BTEP counsellors remedy this situation by teaching such practical entry-level job skills as how to read and follow instructions related to work, by imparting such communications skills as how to act and what to emphasize during interviews with prospective employers and by showing job-aid recipients that can be successful in on-the-job situations, building their confidence and pointing the way toward continued improvement in job skills, promotions and higher rates of pay. ES personnel meanwhile have deemphasized on-the-job training (workers were usually laid off from their private sector jobs as soon as wage subsidies, provided during training, ran out) and began concentrating on direct development of unsubsidized jobs. At present WIN aid recipients receive specific job training only if they can be guaranteed immediate employment in the private sector upon completion of such training.

In effect the current BTEP and WIN efforts are designed to attack the disease of long-term unemployment itself, rather than just its symptoms. Officials now recognize that finding long-term employment for the hard-core unemployed is not an easy task which can be successfully attacked by providing essentially speculative job training for hoped for positions which seldom materialize when the job training is completed (the erroneous assumption that such training leads inevitably to private employment has consistently led to the failure of public job programs since their inception some 40 years ago). In renouncing such overly quick and easy solutions to the problems facing the hard-core unemployed, current BTEP and ES programs should achieve more success in eliminating long-term unemployment in Berkshire County in the future than all of the public initiatives based on job training in specific occupational skills have in the past.

A P P E N D I X

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1978

Berkshire County (CETA Area)

	Population	Labor Force	Employ	Unemploy	Unemploy Rate	Labor Force Participation Rate
TOTAL	148,669	73,000	67,570	5,430	7.4	65.1
White Male	70,586	42,154	38,924	3,230	7.7	79.2
0-15	17,368	--	--	--	--	--
16-17	2,816	2,286	2,042	244	10.7	81.2
18-19	2,837	2,517	2,301	216	8.6	88.7
20-24	6,762	4,381	3,976	405	9.2	64.8
25-34	9,470	6,628	5,799	829	12.5	70.0
35-44	7,083	6,680	6,176	504	7.5	94.3
45-64	15,166	13,672	13,077	595	4.4	90.1
65 +	9,084	5,990	5,553	437	7.3	65.9
White Female	76,091	30,003	27,854	2,149	7.2	52.3
0-15	18,723	--	--	--	--	--
16-17	3,035	1,578	1,330	248	15.7	52.0
18-19	3,059	1,115	940	175	15.7	36.4
20-24	7,289	2,892	2,590	302	10.4	39.7
25-34	10,207	4,370	4,034	336	7.7	42.8
35-44	7,635	4,564	4,341	223	4.9	59.8
45-64	16,349	9,708	9,128	580	6.0	59.4
65 +	9,794	5,776	5,491	285	4.9	59.0
Nonwhite Male	964	478	464	14	2.9	65.7
0-15	236	--	--	--	--	--
16-17	39	29	28	1	3.4	74.4
18-19	39	17	16	1	5.9	43.6
20-24	92	81	78	3	3.7	88.0
25-34	129	84	81	3	3.6	65.1
35-44	97	68	66	2	2.9	70.1
45-64	207	151	149	2	1.3	72.9
65 +	125	48	46	2	4.2	38.4
Nonwhite Female	1,028	365	328	37	10.1	47.2
0-15	254	--	--	--	--	--
16-17	40	11	9	2	18.2	27.5
18-19	42	31	25	6	19.4	73.8
20-24	99	29	24	5	17.2	29.3
25-34	137	77	72	5	6.5	56.2
35-44	102	55	51	4	7.3	53.9
45-64	221	110	101	9	8.2	49.8
65 +	133	52	46	6	11.5	39.1

ADDITIONAL UNEMPLOYMENT PROJECTIONS

FISCAL YEAR 1978

Berkshire County (CETA Area)

	Unemployment	Unemployment Rate	Long-Term Unemployment	Number of Different Individuals Unemployed During Year
TOTAL	5,430	7.4	1,582	16,290
White Male	3,230	7.7	1,113	
White Female	2,149	7.2	461	
Nonwhite Male	14	2.9	0	
Nonwhite Female	37	10.1	8	

ADDITIONAL PLANNING DATA PROJECTIONS

FISCAL YEAR 1978

Berkshire County (CETA Area)

	Employed Part-Time for Economic Reasons
TOTAL	2,895
White Male	1,362
White Female	1,476
Nonwhite Male	28
Nonwhite Female	29

	Economically Disadvantaged 18 Years and Over
TOTAL	10,922
White	10,620
Black	214
Other	11
Spanish	77

ANNUAL PLANNING INFORMATION REPORT FISCAL YEAR 1979

JOHN F. HODGMAN, DIRECTOR, AFFILIATED WITH

MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY,

EMPLOYMENT AND TRAINING ADMINISTRATION, U.S. DEPARTMENT OF LABOR

PITTSFIED LMA

JOB SERVICE

ANNUAL PLANNING INFORMATION REPORT

FISCAL YEAR 1979

PITTSFIELD, MASSACHUSETTS

LABOR MARKET AREA

Prepared by: Robert D. McCarthy
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Labor Area Research Department
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P R E F A C E

The Annual Planning Information Report (APIR) is an analytical and statistical report which summarizes manpower developments and problems in specific labor areas. The report covers developments for the Pittsfield Labor Market Area.

The Annual Planning Information Report is intended for use both in employment security and manpower operations, and for public distribution to manpower and community planners, educators, antipoverty organizations, local and state officials, business, labor and community leaders, and others who need accurate and timely area manpower and job market information for decision-making purposes.

Within the employment security system, data and analysis contained in the Annual Planning Information Report are needed to carry out local, state, regional, and national office responsibilities under existing human resources, manpower development, and manpower utilization programs and to implement Federal programs to alleviate local unemployment.

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I. Highlights and Conclusions

Fiscal Year 1979 projections for the Pittsfield Labor Market Area yield expectations of moderate economic growth assuming the labor force participation rate will remain stable and total nonagricultural employment increases.

Despite a slight drop in population within the LMA in the near future the participation rate will not appreciably decline due to a projected influx of women into the workforce. Nonagricultural employment growth will be centered in the nonmanufacturing sector with service industries continuing to lead the way. Contract construction employment levels should rebound from decreases over the past few years. Again durable goods manufacturing will be the most vulnerable to job losses especially in the electrical machinery industry. Nondurable goods employment should not deviate greatly from the previous year's totals, although the bulk of nondurable goods are shipped out of state and are therefore tied to the fortunes of the national economy.

II. Description of Area

a. Definition of Area

1. Location and Geographical Features

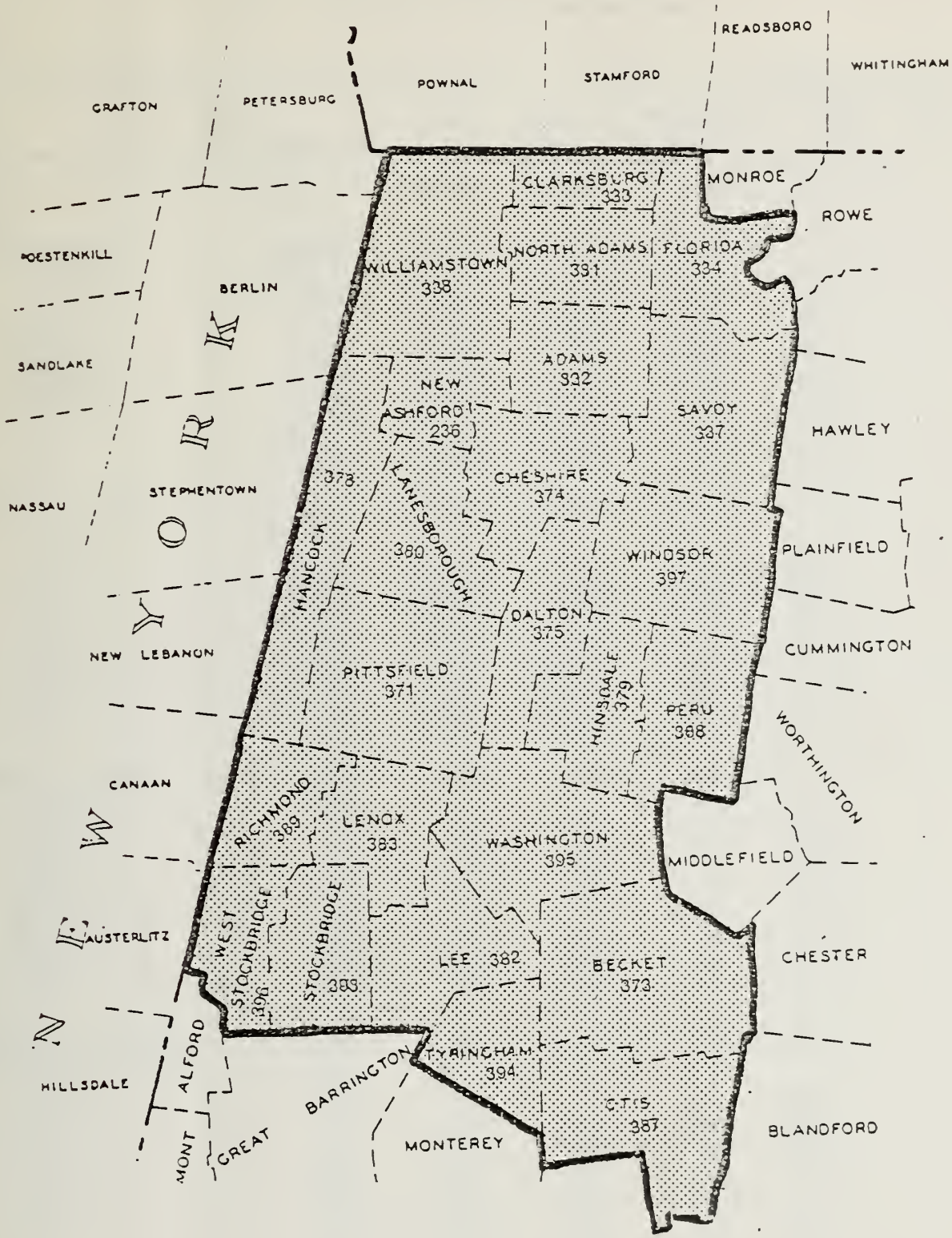
Cities and Towns: The Pittsfield Labor Area comprises two cities and twenty-two towns, all in Berkshire County. The cities are Pittsfield and North Adams; the towns are Adams, Becket, Cheshire, Clarksburg, Dalton, Florida, Hancock, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Otis, Peru, Richmond, Savoy, Stockbridge, Tyringham, Washington, West Stockbridge, Williamstown and Windsor. Prior to August 1975 the Pittsfield Standard Metropolitan Statistical Area consisted of the city of Pittsfield and the towns of Dalton, Lee, Lenox and Lanesborough only.

Boundaries: The labor area is bounded by the State of Vermont on the north and the State of New York on the west; in Massachusetts it is bounded on the south by the towns of Alford, Great Barrington, Monterey and Sandisfield (all in Berkshire County) and on the east by the towns of Blandford and Chester (both in Hampden County), Middlefield, Worthington, Cummington, and Plainfield (all in Hampshire County) and Hawley, Charlemont, Rowe and Monroe (all in Franklin County).

Land Area: The Pittsfield Labor Area covers 663 square miles, based on geographical boundaries determined by the U.S. Bureau of Budget in 1973.

Other Geographical Features: The area's most prominent feature is the chain of mountains known as the Berkshires. Mount Greylock (elevation 3,491 feet), the highest mountain in the state, is located in the Taconic Range near Adams; the Hoosac Range is of lower altitude and located in the southern part of the area. The area also boasts a number of picturesque lakes and valleys and numerous mountain streams and rivers, the Housatonic being the largest. The quality of the water is exemplified by Still Domestic bottled water available for purchase. The Massachusetts Turnpike provides excellent East-West commercial over-the-road transportation routes.

PITTSFIELD LABOR AREA



THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

March 1975

Table 1

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1979*

Pittsfield Labor Market Area

	Population	Labor Force	Employ-ment	Unemploy-ment	Unemploy-ment Rate	Labor Force Participation Rate
TOTAL	132,000	68,100	62,850	5,250	7.7	68.5
White Male	63,082	39,463	36,345	3,118	7.9	83.0
0-15	15,523	--	--	--	--	--
16-17	2,517	2,139	1,910	229	10.7	85.0
18-19	2,536	2,356	2,150	206	8.7	93.0
20-24	6,042	4,100	3,716	384	9.4	67.8
25-34	8,465	6,203	5,429	774	12.5	73.3
35-44	6,326	6,255	5,767	488	7.8	98.8
45-64	13,555	12,798	12,185	613	4.8	94.4
65 +	8,118	5,608	5,184	424	7.6	69.1
White Female	67,179	27,898	25,809	2,089	7.5	55.2
0-15	16,650	--	--	--	--	--
16-17	2,699	1,468	1,253	215	14.6	54.4
18-19	2,720	1,035	883	152	14.7	38.1
20-24	6,481	2,690	2,415	275	10.2	41.5
25-34	9,072	4,061	3,740	321	7.9	44.8
35-44	6,311	4,244	4,007	237	5.6	67.2
45-64	14,539	9,030	8,445	585	6.5	62.1
65 +	8,707	5,371	5,067	304	5.6	61.7
Nonwhite Male	838	428	416	12	2.8	67.6
0-15	205	--	--	--	--	--
16-17	34	26	25	1	2.8	76.5
18-19	34	16	14	2	12.5	47.1
20-24	79	71	70	1	1.4	90.0
25-34	113	76	73	3	3.9	67.3
35-44	84	61	59	2	3.3	72.6
45-64	180	136	134	2	1.5	75.5
65 +	109	41	40	1	2.4	37.6
Nonwhite Female	902	311	277	34	10.9	45.7
0-15	222	--	--	--		--
16-17	35	9	7	2	22.2	25.7
18-19	36	26	22	4	15.4	72.2
20-24	87	24	20	4	16.6	27.6
25-34	120	66	61	5	7.6	55.0
35-44	90	47	43	4	8.5	52.2
45-64	194	94	86	8	8.5	48.5
65 +	116	45	38	7	15.5	38.8

* Projections based on Massachusetts State Census - March 1, 1975

b. Population and Labor Force Trends

The Bureau of Labor Statistics 1970 Census showed a population of 135,821 for the Pittsfield Labor Market Area. Revised estimates in 1975 compiled by the Massachusetts State Census shows a slight decrease in the population to 135,030. Fiscal Year 1979 population and labor force composition projections (Table 1) are based on the assumption that the population will continue to decline at an increasing rate in the future as a result of stepped-up lay-offs in the electrical machinery industry. Many professional and managerial people who have been laid off may be forced to leave the area to obtain employment that will maintain their standard of living.

Participation rates for fiscal year 1979 will not change to any great degree from 1977 participation rates. Typically, the highest of these will be among white males, although participation rates for women in the labor force have been growing consistently throughout the 1970's because of better employment opportunities (related to affirmative action programs) and, more recently to supplement family income whose buying power has shrunk due to inflation.

Fiscal Year 1979 projections show the unemployment rate will decline by a full percentage point based on a slightly reduced workforce, but most importantly upon a greater number of jobs in the nonmanufacturing sector. Also unemployment will continue to be inordinately high among teenagers and young adults. At the same time unemployment rates for nonwhite males will be extremely low, 2.8 percent, which can be partially attributed to minority hiring requirements by companies which have or plan to bid on government contracts.

III. Unemployment Trends and Characteristics

In 1974 and in the recessionary year of 1975 the Pittsfield Labor Market Area unemployment rate was considerably lower than that of the state, but in 1976 the LMA unemployment rate declined by .9 of a percentage point while the state's rate declined with more velocity, down 1.7 percentage points. This development was a signal that although both economies were improving, the state was showing a stronger rate of recovery. This pattern was again demonstrated between 1976 and 1977 when the state rate dropped 1.4 percentage points while the LMA rate was down .8 of a percentage point. During this four-year period, the national unemployment rate was substantially lower than both the state and labor market area rates.

As would be expected unemployment is highest among contract construction workers, many of whom have exhausted all unemployment benefits and are attempting to find employment outside of the contract construction field. Another group experiencing high levels of unemployment are individuals formerly employed in the electrical machinery industry. This would include professionals, managerial people and machinists most of whom were employed by General Electric in either the power transformer division or in ordnance systems.

Two other groups who experience high unemployment levels are people associated with the tourism industry and also those who have been terminated from various CETA programs, which usually set as a maximum one year of employment. Tourism unemployment over the year can vary greatly because of its seasonal nature and because of the unpredictable weather which greatly effects outdoor events and activities.

Fiscal year 1979 unemployment is projected to be 7.7 percent of the Pittsfield LMA's labor force as shown on Table 1 Population and Labor Force Composition Fiscal Year 1979. This estimate is based on analysis of employment trends expected to occur in the area, particularly an increase in service payrolls, continued layoffs planned at General Electric over the year and most importantly an increase in contract construction employment based on the assumption that the initial stage of construction will begin on a mall in downtown Pittsfield or on the outskirts of the city.

COMMONWEALTH OF MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY

Table 2

OCCUPATIONS OF THE INSURED UNEMPLOYED
PITTSFIELD OFFICE

DEC.'77-JAN.'78

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	1838	100.0	1308	530	-
0,1 PROF.,TECH.,MGR.	311	16.9	205	106	-
00,01 ARCH./ENGINEER	14	.8	7	7	-
02 MATH & PHY. SCIENCE	-	-	-	-	-
04 LIFE SCIENCES	28	1.5	21	7	-
05 SOCIAL SCIENCES	-	-	-	-	-
07 MEDICINE & HEALTH	57	3.1	14	42	-
09 EDUCATION	35	1.9	21	14	-
10 MUSEUM, LIBRARY	7	.4	-	7	-
11 LAW & JURISPRUDENCE	-	-	-	-	-
12 RELIGION & THEOLOGY	-	-	-	-	-
13 WRITING	-	-	-	-	-
14 ART	-	-	-	-	-
15 ENTERTAINMENT & REC	21	1.1	21	-	-
16 ADMINISTRATIVE SPEC	42	2.3	28	14	-
18 MANAGRES & OFFICIAL	92	5.0	78	14	-
19 PROFESSIONAL, TECN	14	.8	14	-	-
2 CLERICAL, SALES	325	17.7	205	120	-
20 STENO,TYPE,FILING	71	3.9	49	21	-
21 COMPUTING & ACCOUNT	163	8.9	92	71	-
22 MATERIAL & PROD REC	28	1.5	21	7	-
23 INFO & MESSAGE DIST	21	1.1	14	7	-
24 MISC CLERICAL	7	.4	7	-	-
25 SALESMEN, SERVICES	21	1.1	14	7	-
26,28 SALES, COMMODITI	7	.4	-	7	-
29 MERCHANDISING	7	.4	7	-	-
3 SERVICES	262	14.3	198	64	-
30 DOMESTIC SERVICE	14	.8	7	7	-
31 FOOD & BEVERAGE	92	5.0	85	7	-
32 LODGING	21	1.1	14	7	-
33 BARBERING,COSMETOLO	-	-	-	-	-
34 AMUSEMENT & REC	7	.4	7	-	-
35 MISC PERSONAL SERV	57	3.1	28	28	-
36 APPAREL & FURNISH	14	.8	-	14	-
37 PROTECTIVE SERV	-	-	-	-	-
38 BUILDING & RELATED	57	3.1	57	-	-
40-46 FARM/FISH	28	1.5	14	14	-
5 PROCESSING	7	.4	7	-	-
50 PROCESSING OF METAL	7	.4	7	-	-
51 ORE REFINING&FOUNDR	-	-	-	-	-

Table 2 (continued)

CONTINUED -1

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
52 PROCESS/FOOD,TOBACO	-	-	-	-	-
53 PROCESSING OF PAPER	-	-	-	-	-
54 PROCES/OIL,COAL,GAS	-	-	-	-	-
55 CHEM,PLASTC,SYN,RUB	-	-	-	-	-
56 WOOD AND WOOD PROD	-	-	-	-	-
57 STONE,CLAY,GLASS	-	-	-	-	-
58 LEATHER,TEXTILES	-	-	-	-	-
59 PROCES/OCCUPATIONS	-	-	-	-	-

COMMONWEALTH OF MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY

Table 2 (continued)

OCCUPATIONS OF THE INSURED UNEMPLOYED
PITTSFIELD OFFICE

DEC.'77-JAN.'78

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	1838	100.0	1308	530	-
6 MACHINE TRADES	64	3.5	42	21	-
60 METAL MACHINING	7	.4	7	-	-
61 METALWORKING OCCUP	21	1.1	7	14	-
62,63 MECHANICS REPAIR	28	1.5	28	-	-
64 PAPERWORKING	-	-	-	-	-
65 PRINTING	-	-	-	-	-
66 WOOD MACHING	-	-	-	-	-
67 MACH STONE,CLAY,GLA	-	-	-	-	-
68 TEXTILE	-	-	-	-	-
69 MACHINE TRADES OCCU	7	.4	-	7	-
7 BENCH WORK	71	3.9	49	21	-
70 FAB.ASSBLY&REPAIR	35	1.9	28	7	-
71 FAB.REPAIR SCI&MED	-	-	-	-	-
72 ASBLY&REPAIR ELECT	28	1.5	14	14	-
73 FAB.REPR ASSRT MATL	-	-	-	-	-
74 PAINTING, DECORAT	-	-	-	-	-
75 FAB&REPR PLASTC SYN	7	.4	7	-	-
76 FAB&REPR WOOD PROD	-	-	-	-	-
77 FAB&REPR SAND STONE	-	-	-	-	-
78 FAB&REPR TEXTILE	-	-	-	-	-
79 BENCH WORK OCCUPAT	-	-	-	-	-
8 STRUCTURAL WORK	537	29.2	389	148	-
80 METAL FABRICATING	7	.4	7	-	-
81 WELDERS, FLAME CUTT	14	.8	7	7	-
82 ELECTRICAL ASSBLY	28	1.5	21	7	-
84 PAINT,PLASTER,WATER	35	1.9	28	7	-
85 EXCAVAT,GRAD,PAVE	21	1.1	7	14	-
86 CONSTRUCTION OCCUPA	332	18.1	247	85	-
89 STRUCTURAL WORK OCC	99	5.4	71	28	-
9 MISCELLANEOUS	233	12.7	198	35	-
90 MOTOR FREIGHT	92	5.0	71	21	-
91 TRANSPORTATION OCCU	14	.8	7	7	-
92 PACKAGING&MATERIALS	120	6.5	113	7	-
93 EXTRACT OF MINERALS	-	-	-	-	-
94 LOGGING OCCUPATIONS	-	-	-	-	-
95 PROD&DIST,UTILITIES	-	-	-	-	-
96 AMUSE, REC., MOVIES	-	-	-	-	-
97 GRAPHIC ART WORK	7	.4	7	-	-
999 INFO NOT AVAILABLE	-	-	-	-	-

COMMONWEALTH OF MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY

Table 3

AGE AND AVERAGE WEEKLY EARNINGS OF THE INSURED UNEMPLOYED
PITTSFIELD OFFICE

DEC.'77-JAN.'78

	TOTAL		MALES		FEMALES	
	NUMBER	PER.	NUMBER	PER.	NUMBER	PER.
TOTAL	1838	100.0	1244	100.0	594	100.0
AGE GROUPS						
TOTAL	1838	100.0	1244	100.0	594	100.0
UNDER 20	-	-	-	-	-	-
UNDER 25	488	26.6	339	27.3	148	24.9
25 - 34	474	25.8	354	28.5	120	20.2
35 - 44	346	18.8	247	19.9	99	16.7
45 - 54	226	12.3	113	9.1	113	19.0
55 - 64	148	8.1	92	7.4	57	9.6
65 & OVER	156	8.5	99	8.0	57	9.6
WEEKLY EARN.						
TOTAL	1803	98.1	1216	97.7	587	98.8
UNDER $100	474	25.8	226	18.2	247	41.6
$100-$149	431	23.4	247	19.9	184	31.0
$150-$199	382	20.8	276	22.2	106	17.8
$200-$249	191	10.4	170	13.7	21	3.5
$250-$299	127	6.9	106	8.5	21	3.5
$300 +	198	10.8	191	15.4	7	1.2

COMMONWEALTH OF MASSACHUSETTS DIVISION OF EMPLOYMENT SECURITY

Table 4

DURATION MOST RECENT SPELL OF UNEMPLOYMENT - ALL PROGRAMS
PITTSFIELD OFFICE

DEC.'77-JAN.'78

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	1838	100.0	1308	530	-
BOTH SEXES	1838	100.0	1308	530	-
0 - 4 WEEKS	488	26.6	361	127	-
5 - 9 WEEKS	452	24.6	354	99	-
10-14 WEEKS	247	13.4	184	64	-
15-19 WEEKS	177	9.6	113	64	-
20-24 WEEKS	156	8.5	134	21	-
25-29 WEEKS	113	6.1	49	64	-
30 + WEEKS	205	11.2	113	92	-
MEN	1244	67.7	940	304	-
0 - 4 WEEKS	410	22.3	304	106	-
5 - 9 WEEKS	339	18.4	255	85	-
10-14 WEEKS	141	7.7	113	28	-
15-19 WEEKS	99	5.4	71	28	-
20-24 WEEKS	92	5.0	92	-	-
25-29 WEEKS	49	2.7	35	14	-
30 + WEEKS	113	6.1	71	42	-
WOMEN	594	32.3	368	226	-
0 - 4 WEEKS	78	4.2	57	21	-
5 - 9 WEEKS	113	6.1	99	14	-
10-14 WEEKS	106	5.8	71	35	-
15-19 WEEKS	78	4.2	42	35	-
20-24 WEEKS	64	3.5	42	21	-
25-29 WEEKS	64	3.5	14	49	-
30 + WEEKS	92	5.0	42	49	-

Table 5

Pittsfield Labor Market Area
Unemployment Rate

	LMA Annual Average	Massachusetts	United States Annual Average
1974			
Employment	62.4		
Unemployment	4.2		
Labor Force	66.6		
Rate of Unemployment	6.3	7.2	5.6
1975			
Employment	61.4		
Unemployment	6.2		
Labor Force	68.6		
Rate of Unemployment	10.5	11.2	8.5
1976			
Employment	62.9		
Unemployment	6.7		
Labor Force	69.6		
Rate of Unemployment	9.6	9.5	7.7
1977			
Employment	63.5		
Unemployment	6.1		
Labor Force	69.6		
Rate of Unemployment	8.8	8.1	7.0

IV. Employment Developments

Between 1976 and 1977 annual average nonagricultural wage and salary employment remained unchanged in the Pittsfield Labor Market Area. Sizeable employment losses in the durable goods sector were responsible for the lack of growth in the area though nondurable goods remained relatively unchanged. Fortunately, the nonmanufacturing sector acted as a bulwark in preventing greater overall job losses in the local economy by continuing its expansionary movement following peak levels in 1974. The dramatic shift away from manufacturing jobs toward nonmanufacturing ones can be seen by comparing 1970 total nonagricultural wage and salary employment of 45,250, of which 21,560 were in manufacturing and 23,690 in nonmanufacturing compared with 1977 when manufacturing employment was 18,420 (-15 percent) and nonmanufacturing employment 29,800 (+20 percent).

Payrolls in durable goods averaged 14,970 in 1970. Since then employment has fallen to 12,480 in 1977, a decrease of 17 percent. The majority of the job losses have been centered in the electrical machinery industry, which includes General Electric's power transformer division and ordnance systems. The company's large power transformer division has been beset by declining market demand from municipalities the principal users of the transformers. Employment dropped by 700 in 1977 at General Electric. The greatest portion of the losses occurred in the power transformer division and these losses might have been greater if it were not for an upsurge in short order business, which was the result of power shortage emergencies. General Electric's proven ability to deliver transformers in one-half the time required by its competitors was instrumental in securing much of this short order business. Another contributing factor minimizing the impact to workforce reductions has been the company's heavy reliance upon attrition rather than outright layoffs wherein employees who retire or resign are not replaced.

The depressed nature of the power transformer market is rooted in reduced power usuage by consumers which is also reflected in reduced nationwide growth rates. This recent pattern has caused skepticism among utility officials who, uncertain of future electrical demand, are presently unwilling to make large capital outlays for new power transformers.

Employment in ordnance systems, which accounts for approximately 40 percent of the workforce at General Electric, was down slightly primarily due to completion of the six-year mark 45 gun mount production contract for the Navy.

Electrical machinery received an acutely needed boost when Sprague Electric Company announced a 17 percent increase over 1976 sales. The record sales translated into a payroll increase of over 100 new employees, bringing the end of year's workforce to 1,715.

Following an employment dip in 1976 nonelectrical machinery rebounded the past year but still fell short of 1974 employment levels. The James Division of the Beloit Corporation and James Hunter Machine Company both reported annual employment increase of 9 percent.

In the same industrial group, Berkshire Armored Vehicles has shown remarkable growth. In its short two-year existence, which began outfitting vans for use as armored trucks, it has expanded into a new market exporting light-weight bullet proof automobiles. Employment at the firm has grown ten fold from its original workforce.

Since the beginning of the decade employment in nondurable goods has hovered in the low-to-middle-6,000 range. In 1977, softgoods made up approximately 12 percent of nonagricultural employment. The paper and paper products industry a mainstay in the area's soft goods subsection, had a slight uptick in employment. Three of the larger corporations in the paper industry, Crane Co., Mead Co., and Textron Inc. had combined capital expenditures totaling $2,464,000 in 1977. The investments were used for replacement of plant equipment, machinery and additional building space.

Although the Plastics Division of General Electric accounts for only a fraction of the firms employment the importance of this division should not be mistaken. Recently the Lexan Plastics Products section was raised to the status of a full department. Even though employment is not expected to change, $2 million was invested for capacity expansion and environmental improvement.

Over the year, textiles and the rubber and plastics industries have fluctuated widely due to highs and lows in employment levels at Hunter Outdoors Products and its affiliate firms of Clarksburg Coating and Inflated Products. Partially responsible for the changes have been the bankruptcy reorganization proceedings against the firms which undermine their ability to win new contracts. The companies rely heavily upon government contracts, primarily with the Army and this type of contract reliance can result in employment droughts and windfalls.

Nonmanufacturing strength continues to prevent further overall job erosion in the Pittsfield Labor Market Area's economy. Following the peak years of 1973 and 1974, when nonmanufacturing payrolls averaged 30,920 and 30,760 respectively, employment dipped slightly during the next two years due to recessionary forces. Nonmanufacturing industries are taking on a newer and greater significance in the area's economy as its production emphasis shifts from manufacturing toward tourism and service-related industries. Moreover, total nonmanufacturing employment would have been considerably larger if it were not for the depressed contract construction industry. Had contract construction employment remained at its 1973 level of 3,090, total nonmanufacturing employment would have been at least 31,640 in 1977. Contract construction has been at its lowest point in years because of the absence of any large construction projects that would utilize construction trades labor skills for a prolonged period of time. Compounding the problem is the glut of existing housing, the result of large scale layoffs at General Electric, declining population and high building costs for new homes. The dismal performance of contract construction has led to a reduced workforce in utilities, due to reduced demand for installation of telephone, electric and water meters etc.

While most tourist dependent areas must rely on one particular season to support the whole industry, Berkshire County is unique in that it attracts a variety of people for different reasons during three distinct seasons. The summer months draw those who take advantage of the cultural events such as Tanglewood, Jacob's Pillow and the Williamstown Theatre Festival. Winter attracts the cold weather sporting enthusiasts who come to the area's many downhill ski resorts, while others are attracted to the fast growing ski-touring and snowmobiling activities. Still others are drawn to view the beauty of the fall foliage.

Although at the mercy of the weather, all three components of the tourist industry continue to thrive. The past year saw record and near record turnouts at nearly all Tanglewood and other summer performances. An early season snowfall and subfreezing temperatures combined to set the stage for the ski industries best year ever.

Much of the success of tourism is mirrored in the service industry, which has more than doubled in size from 4,420 employees in 1970 to 9,750 in 1977. Over the past year, service industry employment was up despite a loss of 50 jobs with the closing of the Adams Berkshire Inn at a foreclosure auction in December. The Inn was built in 1974 to house construction workers of the never completed Greylock Glen Development project.

Table 6

Annual Average
Nonagricultural Wage and Salary Employment
By Industry
Pittsfield Labor Market Area

	1977*	1976	1975	1974	1973
Nonagricultural Wage & Salary	48,870	48,810	49,710	52,050	51,130
Manufacturing - Total	18,420	19,010	20,160	21,290	20,210
Durable Goods - Total	12,480	12,960	14,540	14,840	13,660
Nonelectrical Machinery	1,330	1,240	1,410	1,490	1,070
Electrical Machinery	9,580	10,280	12,070	12,350	10,930
All Other Durable Goods	1,570	1,440	1,060	1,000	1,660
Nondurable Goods	5,940	6,050	5,620	6,450	6,550
Textiles	1,020	1,090	950	1,020	970
Paper & Paper Products	2,510	2,490	2,090	2,710	2,710
Printing & Publishing	800	790	750	820	810
Chemicals	630	590	670	670	680
Rubber & Plastics	360	340	480	540	440
All Other Nondurable Goods	620	750	680	690	940
Nonmanufacturing - Total	30,450	29,800	29,550	30,760	30,920
Contract Construction	1,400	1,250	1,420	2,550	3,090
Transportation, Communications, Utilities	1,800	1,740	1,850	1,810	1,820
Wholesale & Retail Trade	9,900	9,850	9,480	9,780	9,820
Finance, Insurance & Real Estate	2,180	2,080	2,010	1,980	1,910
Services	9,750	9,660	9,110	8,990	8,800
Government	5,420	5,220	5,680	5,650	5,480

V. Employment Outlook by Industry

Fiscal Year 1979 should see moderate increases in total nonagricultural employment in the Pittsfield LMA. Most of the gains will again be concentrated in the nonmanufacturing sector, specifically in contract construction where employment could increase by several hundred new jobs if agreements are reached and construction begins on either of the planned shopping malls. Presently there are three commercial developers who are in competition to be designated as the prime developer to build a downtown Pittsfield shopping mall. Although state and local officials have been pushing for a downtown shopping center in the cities urban renewal area, two other sites under consideration are in the Coltsville section of Pittsfield and in Lenox. The success of the developer chosen for the downtown Pittsfield location will depend upon their ability to attract a large, well known department store to anchor the mall.

Developers in North Adams face similar problems of enticing a major department store to locate in their planned Main Street shopping complex. Initially K-Mart department store had signed a letter of intent to become the prime tenant of the shopping center, but differences between developers and store officials over the design of the center has led K-Mart officials to re-evaluate its decision to locate in the complex and at the present time it is uncertain whether K-Mart will be the anchor store in the shopping complex.

Another possible long-range bonanza for the contract construction industry could hinge on attempts by the Town of Adams to secure a grant from the Department of Housing and Urban Development to purchase the Greylock Glen Complex. The original developer of the Glen faces possible foreclosure action on the property. If the town does receive the grant from HUD, it would leave the property to private firms to develop it as a skiing-golfing resort.

Durable goods manufacturing will continue to be the weak link in aiding the economic well-being of the area's economy. The annual review and forecast for Pittsfield General Electric shows continued payroll cutbacks in transformer operations and ordnance systems totaling between 400 and 500 employees. Employment reductions in ordnance systems is attributed to a gearing down of peak production on both the Mark 45 and also on the engineering development of the guidance system for the Navy's Trident submarine. While starting and planning phases for a number

of recently won military contracts by G.E. have begun, they will not effect present employment levels, but the new orders have the potential to support sizeable employment increases when production reaches planned levels in the 1980's. The future optimistic outlook for ordnance systems is not shared with the depressed, large power transformer market, where electrical growth rates will be considerably less than the high growth rates of the early 1970's. This is the result of the nations direction toward conservation and reduced electricity use.

The tourism and recreational industries will continue to boost non-manufacturing employment in the area. At least one ski resort is planning to expand for the 1978-79 ski season; Jiminy Peak will undertake an estimated half-million dollar expansion program. The ski resort will replace two present ski lifts and construct a 2,500 square-foot restaurant lounge. Tanglewood is gearing up for another season of possible record breaking attendance with an expanded schedule of concerts. Benefiting from the windfall of large crowds will be restaurants, hotels, and retail shops, which are heavily dependent upon a strong seasonal business.

Table 7

Nonagricultural Wage and Salary Employment
By Major Industries and Groups
Projections Through Fiscal Years 1978 and 1979
Pittsfield Labor Market Area

Industry	10/1/75 thru 9/30/76 Average Experience	10/1/76 Thru 9/30/77* Experience	Fiscal Year Average 1978 Projections	Fiscal Year Average 1979 Projections
Nonagricultural-Total	48,500	48,530	49,400	49,630
Manufacturing-Total	19,150	18,430	18,450	18,300
Durable Goods-Total	13,250	12,350	12,050	11,760
Nonelectrical Machinery	1,280	1,300	1,350	1,380
Electrical Machinery	10,500	9,560	9,200	8,850
All Other Durable Goods	1,470	1,490	1,500	1,530
Nondurable Goods	5,900	6,080	6,400	6,540
Textiles	1,070	1,040	1,110	1,140
Paper & Paper Prod.	2,460	2,500	2,670	2,710
Printing & Publishing	780	800	810	820
Chemicals	600	630	660	670
Rubber & Plastics	340	460	500	530
All Other Nondurable Goods	650	650	650	670
Nonmanufacturing-Total	29,350	30,100	30,950	31,330
Contract Construction	1,300	1,380	1,450	1,750
Transprtation, Communications and Utilities	1,760	1,780	1,800	1,800
Wholesale & Retail Trade	9,670	9,780	10,330	10,390
Finance, Insurance and Real Estate	2,040	2,170	2,160	2,160
Service	9,410	9,570	9,790	9,860
Government	5,170	5,420	5,420	5,370

Table 8

Municipalities Served by Pittsfield CETA
1976*

	Total Employment	Agri-culture Fishing Forestry	Mining	Contract Construction	Manufacturing	Transp. Comm. Utilities	Wholesale Retail Trade	Finance Insurance Real Estate	Services
Adams	2,478	5	0	39	1,396	75	588	88	287
Alford	2	0	0	0	0	0	0	0	2
Becket	102	3	0	7	6	6	1	15	64
Cheshire	141	3	3	8	3	18	51	0	55
Clarksburg	80	0	0	30	39	2	5	0	4
Dalton	1,784	0	0	59	1,345	21	130	15	214
Egremont	216	13	0	6	2	0	32	0	163
Florida	14	0	0	8	0	5	1	0	0
Gr. Barrington	2,930	25	1	153	376	246	805	152	1,172
Hancock	53	0	0	3	2	20	5	0	23
Hinsdale	140	0	0	29	1	1	12	0	97
Lanesborough	188	1	0	61	17	5	95	0	9
Lee	2,222	24	4	103	1,293	5	474	62	257
Lenox	1,895	11	0	74	146	51	920	85	608
Monterey	62	0	7	14	1	0	0	1	39
Mt. Washington	1	0	0	0	0	0	0	0	1
New Ashford	105	0	0	0	0	1	41	0	63
New Marlborough	193	0	0	6	25	17	13	0	132
North Adams	5,953	7	7	73	2,758	274	1,520	152	1,162
Otis	79	0	0	4	9	1	25	4	36
Peru	29	0	0	2	0	0	0	0	27
Pittsfield	24,578	31	20	656	11,389	1,196	5,211	1,594	4,481
Richmond	26	0	0	4	9	11	0	0	2
Sandisfield	50	0	0	8	4	2	0	0	36
Savoy	23	0	0	0	0	7	15	0	1
Sheffield	434	3	0	56	169	35	141	3	27
Stockbridge	571	5	0	18	8	2	153	7	378

Table 8

Municipalities Served by Pittsfield CETA
1976*

(continued)

	Total Employment	Agri-culture Fishing Forestry	Mining	Contract Construction	Manufacturing	Transp. Comm. Utilities	Wholesale Retail Trade	Finance Insurance Real Estate	Services
Tyringham	20	0	0	1	15	0	0	0	4
Washington	53	0	0	0	10	1	3	1	38
W. Stockbridge	162	6	0	25	27	14	69	3	18
Williamstown	2,484	9	0	43	536	22	530	54	1,290
Windsor	2	0	0	2	0	0	0	0	0

* Employment and Wages in Establishments Subject to the Massachusetts Employment Security Law

VI. Supply and Demand of Labor

Table 9 shows that in most occupational categories, active applicants exceed current job openings by a considerable ratio. In two categories, benchwork and processing occupations, job openings were more numerous than available active applicants. This may be due to working conditions (processing of leather) and the tedious nature of the work (assembly of small products). Among the occupational categories with a high ratio of applicants to openings are clerical and sales, miscellaneous and structural occupations. Clerical and sales and miscellaneous occupations normally have a surplus of applicants because in most instances the openings represent entry level positions which attract younger and unskilled applicants while the abundance of applicants to structural occupations reflect the depressed nature of the contract construction industry.

Job Openings Received and Filled

Table 9 is a comparison of job openings received and filled by the Pittsfield and North Adams Division of Employment Security Offices. The table indicates that most openings that have been received by the local DES offices have been filled. The only occupational category where a large gulf exists between openings received and filled is in the Professional, Technical and Managerial group. This is attributed to a lack of qualified applicants in the area who are highly specialized engineers or technicians.

The imbalance between unfilled jobs and available registered applicants is the result of such factors as, inability to meet experience requirements, insufficient educational background, lack of transportation, or simply, low pay.

Table 9

Job Openings Received and Filled
By
Major Occupational Category
Pittsfield Labor Market Area

Occupational Group	Openings 1/			
	Received		Filled	
	Number	Percent	Number	Percent
Occupational Groups	1,853	100.0	1,608	100.0
Professional, Technical Managerial	271	14.6	169	10.5
Clerical	194	10.0	181	11.3
Sales	47	2.6	42	2.6
Domestic	20	1.1	19	1.2
Other Services	358	19.3	336	20.9
Farming, Fishing, Forestry	41	2.2	40	2.5
Processing Occupations	152	8.2	119	7.4
Machine Trades	87	4.7	73	4.5
Bench Work	340	18.3	308	19.1
Structural Work	189	10.2	179	11.1
Motor Freight Transportation	54	2.9	44	2.7
Packing, Material Handling	88	4.7	86	5.4
All Other	12	0.6	12	0.7

Source: ESARS T-ble A07 Group Report October 1, 1977-March 31, 1978

1/ Total Agricultural and Nonagricultural Openings

Note: Figures do not add due to rounding.

VII. Individuals in Need of Manpower Services

Table shows Economic, Demographic, and other characteristics of individuals who have applied for employment and related assistance at DES offices within the Pittsfield Labor Market Area.

Table 10

Characteristics of Individuals
In the Active File
For
Employment-Related Assistance*
Pittsfield Labor Market Area

Characteristics	March 31,1978 Percent of Total
Under Age 20	11.1
Over Age 44	13.1
Male	56.1
High School Dropout	32.9
Minority Group	3.7
Veteran (Vietnam Only)	5.3
Handicapped	7.9
Economically Disadvantaged	55.9
Welfare Recipient	35.4

* Source: ESAR Table 06

CETA: The Comprehensive Employment and Training Act of 1973 was passed with the purpose of providing job training and employment opportunities for economically disadvantaged, unemployed and underemployed persons and to assure that training and other services lead to maximum employment opportunities. The Pittsfield Consortium consists of the 32 cities and towns that comprise Berkshire County. After eight months into its operating year Pittsfield CETA has provided services for 2,294 individuals. This represents 13 percent more than the planned services for the total year.

Title I is directed mainly at the hard core unemployed and provides funds for short and long term work experience and also for on-the-job training. From October 1, 1977 to May 31, 1978, some 914 persons were provided services.

Title II provides temporary public service jobs in State, City, Town and County agencies and departments. These jobs are limited to a one-year duration from October 1, 1977 to May 31, 1978. Some 226 enrollees were placed on payrolls.

Title III focuses upon youth employment training programs, both in and out of school. From October 1, 1977 to May 31, 1978, some 217 enrolled.

Title VI provides for temporary public jobs with state and municipalities. Jobs are also available with community nonprofit agencies, who are conducting special projects. From October 1, 1977 to May 1, 1978, about 937 were placed on payrolls.

Work Incentive Program (WIN): This program is administered by the Division of Employment Security with referrals by the Welfare Department. The program concentrates on welfare recipients covered by aid to families with dependent children (AFDC). The WIN program provides for the rehabilitation of the welfare clients, rather than a commitment to long-term maintenance. Its goal is to move men, women and out-of-school youths, age 16 or older, from the welfare rolls into meaningful, permanent employment. The accumulative record of the Pittsfield team is shown on the following page.

Table 11

Pittsfield WIN Team Data

	10/1/76 to 3/31/77	10/1/77 to 3/31/78
Registration	1,601	1,868
Appraisals	482	473
Orientation	--	--
Institutional Training	41	4
Work Experience	13	13
Suspense	125	246
On-The-Job Training	27	10
Entered Fulltime and Unsubsidized Employment	199	174

ANNUAL PLANNING INFORMATION REPORT FISCAL YEAR 1980 PITTSFIELD LMA

LABOR AREA RESEARCH PUBLICATION

Job Market Research Service ● Massachusetts Division of Employment Security

ANNUAL PLANNING INFORMATION REPORT

FISCAL YEAR 1980

PITTSFIELD, MASSACHUSETTS

LABOR MARKET AREA

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PREFACE

The Annual Planning Information Report (APIR) is an analytical and statistical report which summarizes manpower developments and problems in specific labor areas. The report covers developments for the Pittsfield Labor Market Area.

The Annual Planning Information Report is intended for use both in employment security and manpower operations, and for public distribution to manpower and community planners, educators, antipoverty organizations, local and state officials, business, labor and community leaders, and others who need accurate and timely area manpower and job market information for decision-making purposes.

Within the employment security system, data and analysis contained in the Annual Planning Information Report are needed to carry out local, state, regional and national office responsibilities under existing human resources, manpower development, and manpower utilization programs and to implement Federal programs to alleviate local unemployment.

I. Highlights and Conclusions

Since the early 1970's all of the growth in the Pittsfield Labor Market Area (LMA) has been in the nonmanufacturing sector, due primarily to an upsurge in the fortunes of the tourism industry. The recession predicted for the nation in 1979 will be acutely felt in the local area by limiting the number of persons who would possibly visit the Berkshires. Compounding the perceived severity of this slowdown is the skyrocketing cost and limited availability of gasoline which will further deter persons from taking to the highways These factors, combined with sharp inflation reducing individual's purchasing power and the labor intensive nature of the tourism industry will diminish any new growth in the industry. Unless construction begins on a new mall, employment in contract construction will remain at a depressed level. Despite a continued decline in population within the LMA in the near future, the participation rate will not appreciably decline because of the influx of women into the workforce.

II. Description of Area

Area Definition:

Cities and Towns: The Pittsfield Labor Market Area (LMA) comprises two cities and twenty-two towns, all in Berkshire County. The cities are Pittsfield and North Adams; the towns are Adams, Becket, Cheshire, Clarksburg, Dalton, Florida, Hancock, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Otis, Peru, Richmond, Savoy, Stockbridge, Tyringham, Washington, West Stockbridge, Williiamstown and Windsor. Prior to August 1975 the Pittsfield Standard Metropolitan Statistical Area consisted of the city of Pittsfield and the towns of Dalton, Lee, Lenox and Lanesborough only.

Boundaries: The labor area is bounded by the state of Vermont on the north and the state of New York on the west; in Massachusetts it is bounded on the south by the towns of Alford, Great Barrington, Monterey and Sandisfield (all in Berkshire County) and on the east by the towns of Blandford and Chester (both in Hampden County), Middlefield, Worthington, Cummington and Plainfield (all in Hampshire County) and Hawley, Charlemont, Rowe and Monroe (all in Franklin County).

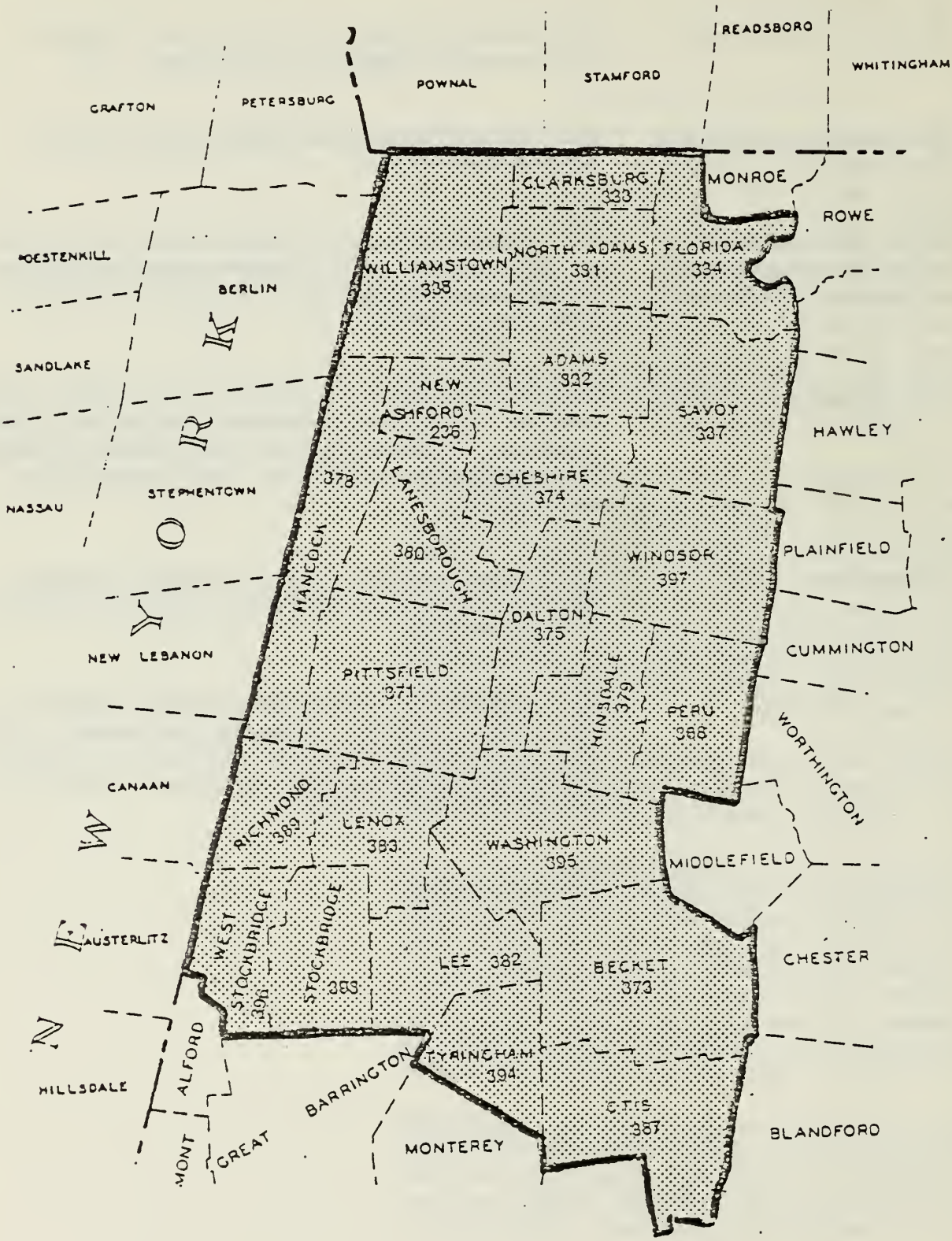
Land Area: The Pittsfield Labor Area covers 663 square miles, based on geographical boundaries determined by the U. S. Bureau of Budget in 1963.

Other Geographical Features: The area's most prominent feature is the chain of mountains known as the Berkshires. Mount Greylock (elevation 3,491 feet), the highest mountain in the state, is located in the Taconic Range near Adams; the Hoosac Range is of lower altitude and located in the southern part of the area. The area also boasts a number of picturesque lakes and valleys and numerous mountain stream and rivers, the Housatonic being of the largest.

CETA Area: All of Berkshire County which would include the cities and towns within the Pittsfield LMA and also the Great Barrington LMA which is comprised of the towns of Alford, Egremont, Great Barrington, Monterey, Mt. Washington, New Marlboro, Sandisfield, and Sheffield.

Civilian Labor Force:	1978 Annual Average was 65,700 (2.3 percent of the state total).
Nonfarm Wage and Salary Employment:	1978 Annual Average was 49,900 (2.0 percent of the state total).
Ratio of Manufacturing to Nonfarm Wage and Salary Employment:	1978 Annual Average in manufacturing was 18,400 or 36.9 percent of all nonfarm wage and salary employment (compared with 647,300 or 25.9 percent for the state).
Most Important Industries In Terms of Employment:	Electrical machinery, wholesale and retail trade, service industries, government, paper and paper products, finance-insurance-real estate, transportation-communities-utilities, and nonelectrical machinery.
Unemployment Rate:	1978 Annual Average was 6.8 percent (compared with 6.1 percent for the state and 6.0 percent for the nation).
Transportation:	The Massachusetts Turnpike provides excellent East-West commercial over-the-road access. State Route 2 provides East-West access to the North Adams area. North-South vehicular movements is provided by State Route 7.

PITTSFIELD LABOR AREA



THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

March 1975

III. Population and Labor Characteristics

Comparison of the 1970 Census conducted by the Bureau of the Census with the 1975 State Census for the cities and towns within the LMA show a decline in the population of 800 persons, to 135,000. Extrapolating LMA population estimates from the most recent 1977 Census Bureau estimates on a county basis show a dramatic drop to approximately 130,000 persons residing in the labor market area. Two factors influencing the shrinking population are a decline in the birth rate following the post World War II baby boom and an out-migration of persons, especially those laid-off or discharged by workforce reductions at General Electric 's large power transformer division. Many of these former professional and skilled employees at G.E. find it economically necessary to seek employment opportunities outside of the area in order to maintain their standard of living.

Despite the contraction in the population,labor force participation rates remain relatively high in the area with FY 1979 at 68.5 and projected FY 1980 at 68.9 compared with 65.0 and 68.7 respectively for the state. Although the participation rate is highest among prime working age males the greatest push in driving the rate up is the entrance and reentrance of women into the work force in large numbers since the early 1970's. A variety of reasons contribute to the upsurge of women seeking employment, increased numbers of self-supporting women in society, and many women who marry decide to postpone childbearing to later years. The proliferation of day-care centers and time-saving home appliances have freed women from traditional homemaking duties. Also higher educational attainment levels and greater employment opportunities resulting from affirmative action programs have created a snowballing effect of drawing more women into the work force. Another overriding factor explaining higher participation rates for women in recent years has been the desire to supplement family income that has been eroded due to the effects of high inflation. In Pittsfield the large number of seasonal service jobs, both full and part-time, allow women greater flexibility in reentering the work force and designing work schedules.

Unemployment rates are not broken out in each category and age groups because of statistical abberations occurring from using such small estimates. This would be especially true of nonwhite males and females. However, due to the small numbers of minorities in the LMA and affirmative action programs of employers with government contracts, unemployment rate of minorities in the area do not approach rates for larger metropolitan area across the state and nation.

Table 1

POPULATION AND LABOR FORCE COMPOSITION PROJECTIONS
FISCAL YEAR 1980*
Pittsfield Labor Market Area

	Population	Labor Force	Employ.	Unemploy.	Unemploy. Rate	LFP* Rate
TOTAL	129,400	67,100	62,200	4,900	7.3	68.9
White Male	61,820	38,868	35,958	2,910	7.5	83.4
0-15	15,213	--	--	--	--	--
16-17	2,467	2,107	1,893	214	10.2	85.4
18-19	2,485	2,321	2,129	192	8.3	93.4
20-24	5,921	4,039	3,681	358	8.9	68.2
25-34	8,296	6,110	5,388	722	11.8	73.4
35-44	6,199	6,161	5,706	455	7.4	99.4
45-64	13,284	12,606	12,034	572	4.5	94.9
65 +	7,956	5,524	5,129	395	7.2	69.4
White Female	65,835	27,480	25,531	1,949	7.1	55.5
0-15	16,317	--	--	--	--	--
16-17	2,645	1,446	1,246	200	13.8	54.6
18-19	2,665	1,019	877	142	13.9	38.2
20-24	6,351	2,650	2,393	257	9.7	41.7
25-34	8,891	4,000	3,701	299	7.5	45.0
35-44	6,185	4,180	3,959	221	5.3	67.6
45-64	14,248	8,895	8,349	546	6.1	62.4
65 +	8,533	5,290	5,006	284	5.4	62.0
Nonwhite Male	821	423	411	11	2.6	68.1
0-15	201	--	--	--	--	--
16-17	33	26	25	1	4.0	78.8
18-19	33	16	14	2	12.5	48.5
20-24	77	70	69	1	1.4	90.9
25-34	111	75	73	2	2.8	67.6
35-44	82	60	58	2	3.3	73.2
45-64	176	134	132	2	1.5	76.1
65 +	107	41	40	1	2.4	38.3
Nonwhite Female	884	307	277	30	9.8	46.1
0-15	218	--	--	--	--	--
16-17	34	9	7	2	22.2	26.5
18-19	35	26	22	4	18.2	74.3
20-24	85	24	21	3	14.3	28.2
25-34	118	65	61	4	6.6	55.1
35-44	88	46	42	4	9.5	52.3
45-64	190	93	86	7	8.1	49.0
65 +	114	44	38	6	15.8	38.6

* Population projection based on Burea of Census estimate for 1977
** Labor Force Participation Rate

Table 2
Population of Cities and Towns
Pittsfield LMA

	Population		Percent
	1976	1970	Change
Adams	18,911	19,195	- 1.5
Becket	1,144	929	23.1
Chesire	3,267	3,006	8.7
Clarksburg	1,957	1,987	- 1.5
Dalton	7,333	7,505	- 2.3
Florida	742	672	10.4
Hancock	669	675	- 0.9
Hinsdale	1,793	1,588	12.9
Lanesborough	3,249	2,972	9.3
Lee	6,318	6,426	- 1.7
Lenox	5,773	5,804	- 0.5
New Ashford	153	183	-16.4
North Adams*	18,911	19,195	- 1.5
Otis	965	820	17.7
Peru	513	256	100.4
Pittsfield*	54,341	57,020	- 4.7
Richmond	1,701	1,461	16.4
Savoy	472	322	46.6
Stockbridge	2,193	2,312	- 5.1
Tyringham	316	234	35.0
Washington	552	406	36.0
West Stockbridge	1,406	1,354	3.8
Williamstown	8,709	8,454	3.0
Windsor	599	468	28.0

Source: U. S. Census

* Cities

IV. Economic Outlook

In making an economic forecast for the Pittsfield Labor Market Area, it is assumed that the following conditions will prevail:

1. Inflation, which has been gaining momentum over the past two years (6.5 percent in 1977 and 7.6 percent in 1978), will be rampart in 1979, growing at an annualized rate of 13 percent far outstripping the 9 percent growth in personal income.

2. Accelerating consumer prices combined with an increased consumer debt will act to diminish the demand for consumer goods.

3. Soaring energy prices for heating oil, diesel fuel and gasoline will be detrimental to desired growth. This is especially true in the Pittsfield LMA where 20 percent of growth since 1970 has been in the nonmanufacturing sector. This growth has been propelled by tourism and is directly reflected in employment gains in the service and trade industries. Although it would be premature to predict with certainty the effects of higher gas prices at the pumps, it would be fair to assume that, without a drop in demand, a reduced volume of refined oil products is likely to cause spot shortages of gasoline. Added pressure will be incurred by the fact that most persons visiting the Berkshires travel considerable distances by automobile. Shortages of gasoline or the fear of shortages will prevent many fall tourists from visiting the Berkshires. However, depending upon the availability of gasoline, the winter skiing activities may remain stable by attracting skiers who normally would travel to Vermont or New Hampshire.

On the basis of these assumptions and the labor intensive nature of tourism-related industries, the average rate of unemployment in the Pittsfield LMA should increase to 7.5 percent in 1979 from a rate of 6.8 percent in 1978.

V. Employment Developments and Outlook By Industry

A. Current Developments

Employment in the Pittsfield LMA demonstrated strong growth in 1978 following a continued downturn in the local economy in 1977. Overall, employment gained 1,200 new jobs in 1978, bringing total nonagricultural employment to 49,900, an increase of 2.4 percent over the previous year. Although considerably less than the 1974 prerecessionary total of 52,200 persons on local payrolls, it marks a reversal of declining employment which has plagued the area in the past four years. The 1978 employment jump is also a milestone of the seventies in that it is the first time in the decade that employment increased by over 1,000 jobs. In absolute numbers, the largest employment gains were in the nonmanufacturing sector, which grew by 800 jobs or 2.5 percent. Following the economic downturn of 1975, nonmanufacturing employment has grown consistently each year, to its present level of 31,500 jobs. In recent years this sector has been responsible for preventing greater economic distress in the area by acting as a bulwark in countering the trend of shrinking manufacturing employment. Manufacturing also registered employment gains for the first time in years. Of the two components in manufacturing, durable and nondurable goods, it was in the nondurable goods subsector that employment rose by 500 jobs up an 7.8 percent over 1977 employment payroll levels. On the other hand, employment in durable goods continue to show losses, 100 spread over the year and in the past five years employment has diminished by nearly 3,000 jobs.

Job losses in the durable goods subsector of manufacturers have come chiefly from employee cut-backs at General Electric located in Pittfield. In January of 1978, General Electric predicted a drop of between 400 and 500 jobs in the upcoming year The prediction held true and, although the workforce reduction was less than previous years, it market the fourth consecutive year that employment had slid in the county's largest firm. The employment drop brought the year end total employment at General Electric to 7,800 persons, compared to 10,800 at the plant as recently as the end of 1974. The largest production component at the firm and the one most responsible for the employment losses has been the large power transformer division. The job losses stems from the repercussions of the oil embargo of 1973-1974. Following the oil embargo, electrical growth rates, which measure the demand for electricity declined in the nation. This decline attributed to greater conservation efforts, especially by industries, brought about by sky-rocking energy costs led to a downward revision of long-term electrical growth rates by municipalities, the prime buyers of the large power transformers. The reevaluation of less-than-expected growth in electrical usage subsequently postponed the decision to make the large capital outlays required to purchase the transformers.

If not for two overriding factors, employment losses in the larger transformer division could have been considerably greater than actually occurred. An administrative decision to place heavy reliance upon attrition rather than outright lay-offs and General Electric's proven production ability to deliver the transformers faster than their competition led to a larger share of the short-order market.

Ordnance systems (which is also grouped in electrical machinery) which accounts for approximately 40 percent of the workforce at General Electric saw only slight declines in employment despite filling final production orders of the Mark-15 Navy Gun Mount and concluding engineering development of the guidnance system for the Navy 's Trident missile. Start-up and planning of contracts won in 1977, principally for components of a new U. S. Army combat vehicle, necessitated the retention of many employees who would have otherwise been displaced.

Employment gains at Sprague Electric Co. prevented payroll in the electrical machinery from slipping even further. In 1978 at the North Adams plant employment increased by 100, bringing the total number of persons working at the firm to over 1,700.

The drop in durable goods employment was also influenced by the closing of the A.Leo Nash Company. Following a lengthy strike, the management of the structural steel firm decided to close its doors. The action left approximately 100 employees jobless.

Employment in nondurable goods showed strong improvement over the 1977 levels by adding 500 persons to local payrolls. The gains were in contrast to the 200 jobs which were lost the previous year. Leading the employment push was the increase in "other" durable goods, which include a variety of manufacturing firms. The most prominent of these firms in terms of employed gains was the Hunter Outdoor Products and its sister companies which added approximately 400 jobs over the year. Employment at the No. Adams Co. which is heavily dependent upon military contracts for such products as sleeping bags, tents and rubber boats tends to fluctuate widely over the course of the year. Another North Adams company General Pacer has also demonstrated healthy employment growth. In business for less than one year, the company has upped its employment.

As in the previous year, the nonmanufacturing sector continues to be the predominant source of employment growth within the LMA. Over the year, employment grew by an hefty 800 jobs to a new all-time high nonmanufacturing total of 31,500, surpassing the prerecession high of 30,900 jobs Also, as in recent years, most of the growth has been in two subsectors, services and retail trade. Combined, they added 800 jobs to the LMA total.

Employment in the nonmanufacturing sector continued to show strong yearly gains. Of the 800 newly created jobs, 500 were in the thriving wholesale and retail trade industries. These gains are partially a result of stepped-up promotional activity espousing the physical attractiveness, cultural events and outdoor actvities associated with the Berkshires. The increasing numbers of persons matriculating to the area has prompted the opening of a number of speciality shops such as sporting goods, antiques, crafts and boutique shops which have special appeal to persons visiting the area. The presence of more visitors and tourists has also been a boom to restaurants and drinking establishments. These gains would also be reflected in wholesale and retail trade.

The services industry also registered a gain of 300 jobs over the year This is not surprising considering the greater volume of persons coming into the area requiring a variety services. These additional services demand a wide range of personnel in such occupations as medical technician, parking lot attendant and ski lift operator.

The contract construction industry continues to be plagued by job losses, which in 1978 totalled 200 fewer jobs than the previous year. The absence of any large-scale commercial projects and the depressed nature of the housing market has been the chief reasons for the decline in construction activity. New housing construction has been thwarted by a number of factors including skyrocketing land values, interest rates and material and labor costs which make it increasingly difficult for the average person to become a homeowner. Also, continued lay-offs of professional and highly skilled persons at General Electric will only exacerbate the problem of a glut of vacant homes within the area

Table 3
Nonagricultural Wage and Salary Employment
By Industry
Annual Average (in 000's)
Pittsfield Labor Market Area

	1978*	1977	1976	1975	1974
Nonagricultural Wage & Salary	49.9	48.7	49.0	49.9	52.2
Manufacturing - Total	18.4	18.0	19.0	20.3	21.3
Durable Goods	12.0	12.1	12.9	14.6	14.9
Nonelectrical Machinery	1.4	1.3	1.2	1.4	1.5
Electrical Machinery	9.0	9.4	10.3	12.1	12.4
All Other Durable Goods	1.6	1.4	1.4	1.1	1.0
Nondurable Goods - Total	6.4	5.9	6.1	5.7	6.4
Textile Mill Products	1.1	1.0	1.1	1.0	1.0
Paper & Paper Products	2.6	2.5	2.5	2.1	2.7
Other Nondurable Goods	2.7	2.4	2.5	2.6	2.7
Nonmanufacturing-Total	31.5	30.7	30.0	29.6	30.9
Contract Construction	1.2	1.4	1.3	1.4	2.6
Transportation, Communications and Utilities	1.8	1.8	1.7	1.9	1.8
Wholesale and Retail Trade	10.4	9.9	10.0	9.5	9.8
Finance, Insurance and Real Estate	2.2	2.2	2.1	2.0	2.0
Services	10.3	10.0	9.7	9.1	9.0
Government	5.6	5.4	5.2	5.7	5.7

* Preliminary

Table 4
Total Wage and Salary Employment
Municipalities Served by Pittsfield CETA
1977*

	Total Employment	Agri-culture Fishing Forestry	Mining	Contract Construction	Manufacturing	Transp. Comm. Utilities	Wholesale Retail Trade	Finance Insurance Real Estate	Services
Adams	2,451	6	0	53	1,328	66	510	95	393
Alford	3	0	0	0	0	0	1	2	0
Becket	76	3	0	7	10	4	0	9	43
Cheshire	190	3	4	12	4	29	112	0	26
Clarksburg	114	0	0	29	66	2	13	0	4
Dalton	1,797	1	0	59	1,346	21	127	15	228
Egremont	201	15	0	7	2	3	30	0	144
Florida	5	0	0	1	0	4	0	0	0
Great Barrington	3,090	27	0	144	425	240	830	151	1,274
Hancock	35	0	0	4	1	21	5	0	4
Hinsdale	136	0	0	25	1	0	12	0	98
Lanesborough	201	2	0	90	19	5	75	0	10
Lee	2,248	12	63	80	1,262	4	506	68	252
Lenox	2,366	15	0	82	131	53	1,298	60	727
Monterey	17	0	5	6	1	0	0	1	4
Mt. Washington	66	0	0	0	0	0	0	0	66
New Ashford	136	0	0	0	0	1	72	0	63
New Marlborough	195	0	0	6	31	15	13	0	130
North Adams	5,817	4	6	70	2,505	279	1,607	150	1,196
Otis	90	0	0	11	9	3	29	5	33
Peru	12	0	0	1	0	0	0	0	11
Pittsfield	23,914	34	17	644	10,536	1,225	5,335	1,692	4,431
Richmond	29	0	0	4	12	11	0	0	2
Sandisfield	51	0	0	6	7	1	0	0	37
Savoy	18	0	0	0	0	5	12	1	1

Table 4
Total Wage and Salary Employment
Municipalities Served by Pittsfield CETA
1977*
(continued)

	Total Employment	Agri-culture Fishing Forestry	Mining	Contract Construction	Manufacturing	Transp. Comm. Utilities	Wholesale Retail Trade	Finance Insurance Real Estate	Services
Sheffield	432	2	0	57	177	40	123	3	30
Stockbridge	531	5	0	18	11	4	135	10	348
Tyringham	23	0	0	2	14	0	0	0	7
Washington	52	0	0	9	0	1	3	2	37
West Stockbridge	164	5	0	24	31	21	57	2	24
Williamstown	2,502	9	0	49	561	25	541	67	1,250
Windsor	4	0	0	3	0	0	0	0	1

Source: ES 202

* Employment and Wages in establishments subject to the Massachusetts Employment Security Law.

VI. Unemployment Trends and Outlook

During 1978 both the Massachusetts and the Pittsfield LMA unemployment rates dropped two full percentage points from the previous year's rates. Showing the greatest economic improvements in terms of unemployment rates, since prerecessionary 1974 has been the state, which in 1978 had dropped well below the rate of 1974. Although demonstrating unquestionable improvement since the extraordinarily high rates of unemployment in 1975, the nation and LMA nevertheless continue to remain slightly above the rates of 1974.

The drop in the unemployment rate in the LMA appears to be due to the sharp decline in the labor force. Statistics for 1978 indicates that the labor force shrank by 3,900 over the year. The validity of a contraction in the labor force of the magnitude is questionable, particularly in a medium-sized LMA. Although it is plausible the figures are accurate, a more realistic explanation for the change would be tied to the federal government instituting the Federal Supplemental Benefits (FSB) program to aid the growing number of unemployed persons. Beside alleviating hardships incurred by prolonged unemployment the FSB program had the unforseen effect of drawing persons particularly retired persons back into the work force for the opportunity to receive additional unemployment benefits. Consequently the size of the labor force artificially increased somewhat, but extrapolation and statistical inflation, used in estimating the number of unemployed persons, further exercerbated the oversights. Following the exhaustion of benefits, most retired persons again departed from the labor force. The same factor that overstated the number of unemployed persons were responsible for understating unemployment in 1978.

Table 8 shows the Pittsfield LMA ranking relative to unemployment rates with labor areas of similar size. In 1977 the LMA had the sixth highest unemployment rate of the eight labor areas surveyed, while in 1978 Pittsfield's relative standing had dropped to the fifth highest rate. Nevertheless , the Pittsfield area rate was substantially less than the 9.1 percent for the Plymouth LMA. Table 9 comparing the same eight LMA's success in reducing the percent unemployed persons shows that over the year the count of unemployed persons declined by 26.2 percent in the LMA. The 26.2 percent decline ranks approximately at the midpoint of the areas surveyed.

Table 5
Comparison of Workforce Data
On
Annual Average Basis

Workforce Data	Pittsfield Labor Force Area*	Massachusetts**	United States**
1974			
Employmemt	62.4	2,448.0	85,935.0
Unemployment	4.2	190.0	5,076.0
Labor Force	66.6	2,638.0	91,011.0
Rate of Unemployment	6.3	7.2	5.6
1975			
Employment	61.4	2,421.0	84,783.0
Unemployment	7.2	303.0	7,830.0
Labor Force	68.6	2,724.0	92,613.0
Rate of Unemployment	10.5	11.2	8.5
1976			
Employment	62.9	2,491.0	87,485.0
Unemployment	6.7	262.0	7,288.0
Labor Force	69.6	2,753.0	94,773.0
Rate of Unemployment	9.6	9.5	7.7
1977			
Employment	63.5	2,552.0	90,546.0
Unemployment	6.1	225.0	6,855.0
Labor Force	69.6	2,777.0	97,401.0
Rate of Unemployment	8.8	8.1	7.0
1978			
Employment	61.2	2,663.0	94,373.0
Unemployment	4.5	173.0	6,047.0
Labor Force	65.7	2,836.0	100,420.0
Rate of Unemployment	6.8	6.1	6.0

Source: Massachusetts Division of Employment Security
United States Bureau of Labor Statistics
* In Hundreds
** In Thousands

Table 6

Civilian Labor Force, Total Employment,
Total Unemployment, and Unemployment Rates
For 1978
Pittsfield LMA

	Civilian Labor Force	Total Employment	Total Unemployment	Unemployed Percent of Labor Force
1978				
January	67,400	62,000	5,400	8.0
February	66,500	61,600	4,900	7.4
March	66,400	61,900	4,500	6.8
April	65,000	60,800	4,200	6.4
May	64,800	60,900	3,900	6.0
June	67,300	62,000	5,300	7.9
July	67,500	62,600	4,900	7.2
August	66,500	61,500	5,000	7.5
September	64,300	60,100	4,200	6.5
October	63,600	60,400	3,200	5.0
November	64,300	60,300	4,000	6.3
December	64,600	60,200	4,400	6.8
Annual Average	65,700	61,200	4,500	6.8

Table 7
Annual Average Labor Force, Employment,
Unemployment and Unemployment Rates
For Cities and Towns Which Comprise
The Pittsfield LMA in 1978

	Civilian Labor Force	Total Employment	Total Unemployment	Unemployed As a Percent Of Labor Force
Adams	6,255	5,702	553	8.8
Becket	386	356	30	7.8
Cheshire	1,513	1,415	98	6.5
Clarksburg	1,042	976	66	6.3
Dalton	3,385	3,303	82	2.4
Florida	271	234	37	13.6
Hancock	338	331	7	2.0
Hinsdale	665	642	23	3.4
Lanesborough	1,359	1,294	65	4.8
Lee	3,006	2,787	219	7.3
Lenox	2,718	2,538	180	6.6
New Ashford	120	104	16	13.3
North Adams	9,646	8,654	992	10.3
Otis	289	273	16	5.5
Peru	152	143	9	5.9
Pittsfield	27,459	25,666	1,793	6.5
Richmond	658	649	9	1.4
Savoy	185	166	19	10.3
Stockbridge	1,128	1,077	51	4.5
Tyringham	119	96	23	19.3
Washington	144	144	0	0.0
West Stockbridge	671	627	44	6.6
Williamstown	3,966	3,826	140	3.5
Windsor	210	192	18	8.6

Source: Labor Area Unemployment Statistics

Table 8
Annual Average Unemployment Rates
For
Selected Labor Market Areas
Comparison and Ranking

1977 and 1978

Labor Market Area	Annual Average 1977 Rate	Rank	Annual Average 1978 Rate	Rank
Plymouth	11.8	1	9.1	1
Barnstable	11.5	2	8.0	3
New Bedford	11.0	3	8.4	2
Fall River	9.1	4	6.9	4
Brockton	9.1	5	6.4	6
Pittsfield	8.5	6	6.8	5
Fitchburg-Leominster	8.2	7	5.8	7
Marlboro	5.1	8	4.3	8

Table 9
Annual Average 1977 and 1978
Comparison of Unemployment
For The
State and The Selected Labor Market Areas

Labor Market Area	Average Annual Unemployment 1977	Average Annual Unemployment 1978	Amount Of Change	Percent Change
Massachusetts	255,000	173,000	-82,000	-32.2
Barnstable	6,900	5,500	- 1,400	-20.3
Brockton	7,200	5,200	- 2,000	-27.8
Fall River	6,900	5,500	- 1,400	-20.3
Fitchburg-Leominster	3,900	2,700	- 1,200	-30.8
Marlboro	2,500	2,300	- 200	- 8.0
New Bedford	9,000	6,900	- 2,100	-23.3
Pittsfield	6,100	4,500	- 1,600	-26.2
Plymouth	3,700	3,200	- 500	-13.5

VII. Individuals In Need of Manpower Services

Table 10 shows economic demographic and other characteristics of the 1,755 individuals who have applied for employment and related assistance at DES offices within the Pittsfield Labor Market Area.

Table 10
Characteristics of Individuals
In The Active File For
Employment-Related Assistance*
Pittsfield Labor Market Area

Characteristics	Percent Of Total 1/
Under Age 20	21.2
Over Age 44	12.8
Male	56.3
High School Dropout	32.2
Minority Group	2.3
Veteran (Vietnam Only)	6.5
Handicapped	6.2
Economically Disadvantaged	50.0
Welfare Recipient	11.0

Source: ESARS Table 06 March 31, 1979

1/ 1,755 Applicants

The barriers affecting the employment of that that are considered economically disadvantaged and many are difficult for many to overcome.

These barriers include:

1. Lack of Suitable Job Openings: There may be many job orders listed with the Division of Employment Security Office, unfortunately many of these jobs involve low pay, unattractive working conditions or a need for highly skilled qualifications without any training being offered to allow entry into the field.

2. Lack of Skills: Most of the economically disadvantaged have employment background in occupations which require very little skill. Therefore, the majority of economically disadvantaged are competing against one another for any positions of this type, thereby keeping the wage level at a low rate. Another group effected by this barrier to employment are those people making their first entry into the labor force or possibly a reentry after several years away from the labor force.

3. Language Barriers: The inability to communicate effectively in the English language compounds the difficulty in acquiring a meaningful job for many of the economically disadvantaged. There is a definite need for training programs with emphasis on "English as a second language" for those with this particular problem.

4. Age: Age presents another barrier to the economically disadvantaged in the search for suitable work. Those under the age of 22 have a difficult time obtaining a position that offers any upward mobility In addition, many positions require several months of experience for entry. These factors make it difficult for those under the age of 22 to find a job that will give them any meaningful experience towards a more secure and better paying job. The age barrier often effects those over 44 years of age also. Even though the law prohibits against discrimination because of age many people in the category over 44 years of age find obtaining work extremely difficult due to their age.

5. Day Care Facilities: Single parents, especially women, that are economically disadvantaged are unable to obtain work because of the lack of suitable day care centers for their children. One of the major considerations a person with responsibility for children has when seeking work is the cost and location of day care service. Many jobs available offer such a low starting wage as to prohibit the single parent from taking the position because the wage will not be sufficient to allow for living expenses plus the cost of day care.

6. Transportation: Many low and middle income residents are unable to obtain work due to the lack of transportation. Some of the work available to these people is outside of the area served by public transportation. Furthermore, many of the night shift jobs available, which are at a higher rate of pay, are unavailable to this segment of the population due to the lack of a suitable method of transportation. The price of gasoline has aggravated the problem.

VIII. Training

CETA: The basic objective of the Comprehensive Employment and Training Act promulgated in 1973 and amended in 1978 is to provide training and employment opportunities to increase the earned income of economically disadvantaged, unemployed, or underemployed persons. The Pittsfield Consortium consists of the 32 cities and towns of Berkshire County and is administered by a central office in Pittsfield with satellite offices located in the southern Berkshire town of Lee - serving clients to the north is an office in North Adams. In the six-month period from the beginning of the fiscal year on October 1, 1978 to March 31, 1979, the Pittsfield subgrantee serviced 1,674 applicants, representing 99 percent of its yearly goal.

The following summary gives a breakdown of the different titles under CETA, eligibility requirements, and the number of persons serviced during the first half of the fiscal year. In order to be eligible for CETA participation, a person must be economically disadvantaged. Briefly, this means a person who is either a member of a family who receives public assistance or a member of a family that would qualify for assistance based on the previous six-month, annualized income.

Title II (B) is the training component of CETA and offers a wide range of training programs from food services occupations to higher level skills training leading to employment in such occupations as cabinet maker, nurse or machinist. Training under this Title may last up to 105 weeks the skills demanding high levels of proficiency. To be eligible a person has to be unemployed, under-employed or in-school. From October 1, 1978 to March 31, 1979, 545 persons were served with a FY planned goal of servicing 589 persons.

Title II (D) This title is directed at the structurally unemployed. It provides public service employment in the state, municipal and county level of government along with employment in nonprofit organizations. To be eligible a person should be unemployed at the time of application and have been unemployed during 15 of 20 weeks immediately prior to application. From October 1, 1978 to March 31, 1979, 304 persons were served with a FY planned goal of servicing 257 persons. (At the end of a six-month period, already 18 percent over the yearly goal).

Title IV is solely designed to assist the youth of the county. The Youth Employment Training Program (YETP), is the largest components of this title and provides special training for youths already attending school and concentrated studies for high school dropouts interested in passing the GED examination. A smaller component of this title, Youth Community Conservation Improvements Project (YCCIP), provides out-of-doors jobs for young adults in conducting environmental betterments to the municipalities of Berkshire County.

Eligibility Requirements:

YETP (1) - Unemployed, underemployed or in-school
(2) Aged 16 through 21

TCCIP (1) Unemployed
(2) Aged 16 through 19

From October 1, 1978 to March 31, 1979, 141 persons were served with a FY planned goal of servicing 170 persons.

Title VI provides temporary public service employment in state, municipal, and county government and in community nonprofit agencies. The Title focuses upon those individual out of work because of economic conditions caused by a contraction in the labor market. Also included in this category would be employment on special projects submitted by municipalities and nonprofit agencies within Berkshire County. These projects encompass a wide range of activities from stream clearing, weatherization, to alcholic rehabilitation and would have a maximum duration of one year.

Eligibility requirements: Unemployed for at least ten out of the 12 weeks immediately prior to application. Served (October 1, 1978 through March 31, 1979) 398* persons, with a FY planned goal of servicing 417* individuals.

WIN: The Work Incentive Program helps people on Aid to Families with Dependent Children (AFDC) obtain employment. The program is administered by the Division of Employment Security with individuals being referred from the Welfare Department. It provides job information, assistance in looking for work and services such as child care and medical aid, as needed. People who are unable to begin regular jobs at once may be selected to participate in paid work experience sponsored by state or local community employment programs. Others may be selected for on-the-job training in private industry To open up more jobs for workers on welfare, tax laws permit

* Includes 99 carryovers from FY 1978 projects.

employers to claim Federal income tax credits amounting to 20 percent of the cash wages paid to these workers for up to 12 months of employment. Comparison of the accumulative record of the Pittsfield WIN team for the first six months of FY 1978 and 1979 are shows on the following table.

Table 11

Pittsfield WIN Data

	10/1/77 to 3/31/78	10/1/78 to 3/31/79
Registration	1,868	1,751
Appraisals	473	374
Institutional Training	4	3
Work Experience	13	15
Suspense	246	175
On-the-job Training	10	28

Source: ESARS

IX. Labor Demand and Supply

A. Job Openings and Job Applicants

Table 12 is a comparison of job openings received and filled by the Pittsfield and North Adams Division of Employment Security Offices. The two offices had a placement rate of 88 percent for job orders received. As in past years the greatest difficulty in filling job orders has been in the professional, technical and managerial category. This is due to a general shortage of all engineers and specifically electrical engineers whose services are at a premium not only in the LMA but throughout the state. Their demand has coincided with the rapid growth of the high technology industries in Massachusetts. Table 13 lists hard-to-fill job openings and hard to place job applicants from the files in local employment offices in the LMA.

B. Occupational Characteristics of the Insured Unemployed

During the months of August and September the combined claimant file cards of the Pittsfield and North Adams DES offices showed a count of over 2,000. Leading the way, as expected, was the number of claimant cards of persons formerly employed in the construction industry. These would include structual work and construction trade occupations, also those occupations classified as being related to the transportation industry. The latter could very well be persons who hold class I drivers' licenses to operate heavy construction equipment such back-hoes cranes or bulldozers. This is not surprising considering the lack of activity in the construction industry in recent years. In fact many of these displaced workers, after collecting the maximum allowable unemployment compensation benefits and failing to obtain employment in this line of work, will be forced to find employment in other occupations within the LMA or outside the LMA.

Table 14 also shows that in the professional, technical and managerial category of occupations a high number of persons receiving unemployment benefits have held jobs in education occupations. This is the result of decreased class sizes due to diminished birth rates and population declines. Also, during the summer months, some untenured teachers would be eligible to collect unemployment benefits.

Another occupation showing a considerable number of unemployed persons is automobile repair mechanics. This is due to the number of full service gasoline stations that have closed in the past year. The closings attributable to changes in marketing strategies and the desire of national oil corporations to obtain greater operating economies have idled many auto mechanics.

Continued layoffs at General Electric's larger power transformer division are reflected in the persons collecting benefits in the electrical assembly occupations. Unemployed claimants in the services, clerical and sales occupations are normally high because of a number of factors. The large numbers of persons employed in these jobs would make the absolute number of claimants greater and normally high turnover rates for employees in sales and services occupations push up office claim loads. Part-time hours and the seasonal nature of these occupations also influence claimant levels. To a lesser extent many persons employed in the service and sales occupations are secondary wage earners and are therefore freer to enter and leave the labor market.

Table 12
Job Openings Received and Filled
By Major Occupation Category
Pittsfield Labor Market Area

Occupational Group	Openings*			
	Received		Filled	
	Number	Percent	Number	Percent
TOTAL ALL GROUPS	1,672	100.0	1,461	100.0
Professional, Technical, Managerial	220	13.2	133	9.1
Clerical	209	12.5	166	11.4
Sales	41	2.5	31	2.1
Domestic	12	0.7	12	0.8
Other Services	243	14.5	261	17.9
Farming, Fishing, Forestry	57	3.4	58	4.0
Processing Occupations	61	3.7	65	4.4
Machine Trades	87	5.2	79	5.4
Bench Work	225	13.5	207	14.2
Structural Work	208	12.4	166	11.4
Motor Freight Transportation	45	2.7	38	2.6
Packing, Material Handling	241	14.4	229	15.7
All Other	23	1.4	16	1.1

Source: ESARS Table A07 Group Report October 1, 1978-March 31, 1979

* Total Agricultural and Nonagricultural Openings

Table 13

Pittsfield Labor Market Area

Month and Year April 1979

Occupational Classification of Hard-to-Fill Job Openings			Occupational Classification of Hard-to-Place Job Applicants		
Occupational Code and Title			Occupational Code and Title		
DOT Code	Occupational Title	Comments	DOT Code	Occupational Title	Comments
I	II	III	IV	V	VI
003.061	Electrical Engineer	Lack of Qualified Applicants	091.227	Teacher, Secondary	Lack of Openings
003.167	Distribution Engineer	Lack of Qualified Applicants	091.227	Teacher, Elementary	Lack of Openings
003.167	Systems Designer	Lack of Qualified Applicants	201.368	Secretary	Low Pay
007.061	Program Quality Engineer	Lack of Qualified Applicants	219.388	Clerk, General Office	Low Pay
556.587	Mold Maker	Lack of Qualified Applicants	318.887	Kitchen Helper	Low Pay
600.280	Machinist	Lack of Qualified Applicants	860.381	Carpenter	Lack of Work
625.281	Diesel Mechanics	Lack of Qualified Applicants	861.381	Bricklayer	Lack of Work
			864.884	Construction Worker	Lack of Work
			905.883	Truck Driver	Lack of Work
			929.887	Material Handler	Lack of Transportation

Source: Massachusetts Division of Employment Security

Table 14
Occupations of Insured Unemployed
August-September 1978
Pittsfield Labor Market Area

2-Digit DOT Code	Occupation	Number	Percent
	TOTAL	2,217	100.0
0,1	Professional, Technical, Managerial	443	20.0
00,01	Architecture, Engineering	20	0.9
02	Mathematics and Physical Sciences	12	0.5
04	Life Sciences	15	0.7
05	Social Sciences	5	0.2
07	Medicine and Health	15	0.7
09	Education	167	7.5
10	Museum, Library	10	0.5
13	Writing	5	0.2
14	Art	20	0.9
15	Entertainment and Recreation	20	0.9
16	Administrative Specializations	15	0.7
18	Managers and Officials n.e.c.	76	3.4
19	Miscellaneous, Professional, Technical	62	2.8
2	Clerical and Sales	495	22.3
20	Stenography, Typing, Filing	116	5.2
21	Computing and Accounting	81	3.7
22	Material and Production Clerks	40	1.8
23	Information & Messenger Distribution	81	3.7
24	Miscellaneous Clerical	25	1.1
25	Sales, Services	10	0.5
26	Sales, Commodities	76	3.4
29	Merchandising	66	3.0
3	Services	358	16.1
30	Domestic Service	5	0.2
31	Food and Beverage	141	6.4
32	Lodging	20	0.9
33	Barbering, Cosemtology	5	0.2
35	Miscellaneous Personal Services	30	1.4
36	Apparel	51	2.3
37	Protective Services	75	3.4
38	Building and Related Services Occupations	30	1.4
40-46	Farming/Fishing	61	2.8

Table 14
Occupations of Insured Unemployed
August-September 1978
Pittsfield Labor Market Area
(continued)

2-Digit DOT Code	Occupation	Number	Percent
5	Processing	65	2.9
50	Processing of Metal	10	0.5
52	Processing/ Food, Tobacco	10	0 5
53	Processing of Paper	5	0.2
55	Chemicals, Plastics, Rubber	5	0.2
57	Stone, Clay, Glass	5	0.2
58	Leather, Textiles	25	1.1
59	Processing Occupations n.e.c.	5	0 2
6	Machine Trades	92	4.1
60	Metal Machining	26	1.2
62-63	Mechanics Repair	50	2.3
64	Paperworking	5	0.2
66	Wood Machining Occupations	5	0.2
7	Bench Work	75	3.4
70	Fabrication and Repair of Metal Products	5	0.2
72	Assembly and Repair of Electrical Equip.	55	2.5
75	Fabrication and Repair of Plastic Products	5	0.2
78	Fabrication and Repair of Leather Products	10	0.5
8	Structural	277	12.5
80	Metal Fabrication	20	0.9
81	Welders	10	0.5
84	Painting, Plastering	5	0.2
85	Excavating, Grading	15	0.7
86	Construction Occupations	187	8.4
9	Miscellaneous	351	15.8
90	Motor Freight	61	2.8
91	Transportation Occupations n.e.c.	219	9.9
92	Packaging and Material Handling	20	0.9
95	Production & Distribution of Utilities	5	0.2
97	Graphic Art Work	20	0.9

Source: Division of Employment Security Claims Survey

X. Employment Outlook by Occupation

The total demand by occupation during the 1974-1985 span of years is the sum of the demand arising from industry growth and the need for replacement of workers who leave the labor force because of death, retirement or other separations from the labor force. The eleven year growth component will amount to approximately 5,060 while almost five times this number will be needed as replacements. On the average, approximately 2,735 new workers will be required each year during the eleven year span.

Table 15
Pittsfield LMA

Occupations	Employment		Labor Demand 1974-1985		
	1974	1985	Total Demand	Due to Growth	Due to Separation
TOTAL ALL OCCUPATIONS	53,936	58,997	30,091	5,061	25,030
Professional, Technical & Kindred	9,420	10,171	4,540	751	3,789
Managers	5,911	6,431	2,687	520	2,167
Sales Workers	3,131	3,471	1,836	340	1,496
Clerical Workers	9,925	11,364	8,248	1,439	6,809
Crafts & Kindred Workers	6,391	7,082	2,319	691	1,628
Operatives	9,671	10,070	4,161	399	3,762
Service Workers	7,449	8,304	5,695	855	4,840
Laborers, except Farm	1,881	1,984	576	103	473
Farmers & Farm Workers	157	120	29	- 37	66

As shown in Table15 above the clerical division is expected to be the fastest growing group followed closely by the service workers group in the 1974-1985 span of years.

The long range outlook for some specific occupations is very good, while for others not as promising. The long range demand for secretaries, registered nurses, nursing aides is very good. In contrast demand will not be as strong for farmers and farm workers.

Table 16
Occupations With Largest Average Total Demand
Pittsfield LMA

Occupations	Total Demand 1974-1985
Secretaries, Other	2,243
Other Managers & Administrators, n.e.c.	1,414
Sales & Sales Workers, n.e.c.	1,395
Miscellaneous Clerical Workers, n.e.c.	1,049
Operatives , n.e.c.	731
Waiters	701
Nursing Aides, Orderlies, & Attendants	683
Practical Nurses	661
Assemblers	651
Cashiers	647
Registered Nurses	635
Bookkeepers	591
Janitors and Sextons	565
Carpenters and Apprentices	501
Typists	484
Miscellaneous Machine Operatives	475
Elementary School Teachers	451
Checkers, Examiners, & Inspectors, Mfg.	439
Lodging Quarters Cleaners, except Private	402
Building Interior Cleaners, n.e.c.	396

Table 17
Occupations With Largest Average Total Demand
Pittsfield LMA

Occupations	Due To Separation 1974-1985
Secretaries, Other	1,782
Other Managers & Administrators, n.e.c.	1,309
Sales & Sales Workers, n.e.c.	1,155
Assemblers	594
Cashiers	594
Miscellaneous Clerical Workers	594
Waiters	594
Bookkeepers	583
Operatives, n.e.c	572
Registered Nurses	572
Janitors & Sextons	506
Nursing Aides, Orderlies, & Attendants	506
Elementary School Teachers	451
Practical Nurses	440
Typists	440
Miscellaneous Machine Operatives	429
Checkers, Examiners, & Inspectors, Mfg.	385
Secondary School Teachers	352
Hairdressers Cosmetologists	308
Lodging Quarters Cleaners, except Private	308

Table 18
Occupations With Largest Average Total Demand
Pittsfield LMA

Occupations	Due to Growth 1974-1985
Secretaries, Other	461
Miscellaneous Clerical Workers, n.e.c.	455
Sales & Sales Workers	240
Practical Nurses	221
Carpenters & Apprentices	204
Nursing Aides, Orderlies, & Attendants	177
Operatives, n.e.c.	159
Bank, Financial Managers	150
Building Interior Cleaners, n.e.c.	121
Teachers Aides, except Monitors	121
Dental Hygientists	118
Operations, System Research	109
Expeditors, Production Controllers	108
Waiters	107
Other Managers & Administrators, n.e.c.	105
Physicians, M.D. Osteopaths	82
Winding Operatives, n.e.c.	77
Delivery Route Workers	76
Cooks, Except Private	73
Stock Clerk-Storekeepers	65

ANNUAL PLANNING INFORMATION REPORT FISCAL YEAR 1982 PITTSFIELD LMA

LABOR AREA RESEARCH PUBLICATION

Massachusetts Division of Employment Security

job market research

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY
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ANNUAL PLANNING INFORMATION REPORT
FISCAL YEAR 1982

PITTTSFIELD, MASSACHUSETTS
LABOR MARKET AREA

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F O R E W A R D

The Annual Planning Information Report is designed to meet the information needs of economic development planners, employers, site locators, vocational educators, CETA planners, and government officials and administrators.

This report includes employment developments and outlook by industry and occupation, recent trends in unemployment, labor supply and demand imbalances, and characteristics of individuals in need of employment services.

I. Description of Area:

A. Area Definition:

Cities and Towns: The Pittsfield Labor Market Area (LMA) comprises two cities and twenty-two towns, all in Berkshire County. The cities are Pittsfield and North Adams; the towns are Adams, Becket, Cheshire, Clarksburg, Dalton, Florida, Hancock, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Otis, Peru, Richmond, Savoy, Stockbridge, Tyringham, Washington, West Stockbridge, Williamstown and Windsor. Prior to August 1975 the Pittsfield Standard Metropolitan Statistical Area consisted of the city of Pittsfield and the towns of Dalton, Lee, Lenox and Lanesborough only.

Boundaries: The labor area is bounded by the state of Vermont on the north and the state of New York on the west; in Massachusetts it is bounded on the south by the towns of Alford, Great Barrington, Monterey and Sandisfield (all in Berkshire County) and on the east by the towns of Blandford and Chester (both in Hampden County), Middlefield, Worthington, Cummington and Plainfield (all in Hampshire County) and Hawley, Charlemont, Rowe, and Monroe (all in Franklin County).

Land Area: The Pittsfield Labor Area covers 663 square miles based on geographical boundaries determined by the Federal Committee on Standard Metropolitan Statistica Areas (SMSAs), chaired by the Office of Management and Budget.

B. Definition of CETA Prime Sponsors and Subgrantees - Cities and Towns:

CETA Area: All of Berkshire County, which includes the cities and towns within the Pittsfield LMA and also the Great Barrington LMA which is comprised of the towns of Alford, Egremont, Great Barrington, Monterey, Mount Washington, New Marlboro, Sandisfield, and Sheffield.

C. The Job Matching Service:

The Pittsfield LMA is serviced by two Job Matching Service Centers which act as a labor exchange in which local job service offices match worker skills and interest with employer job openings. The services provided are:

Interviewing jobseekers and identifying their job skills, knowledge and interests.

Listing job openings received from employers.

Referring applicants who meet the hiring requirements of the jobs listed.

Counseling and testing jobseekers who are not easily placed to assist them in obtaining suitable employment.

In addition the job matching service centers provide under the Wagner-Peyser Act of 1933, for the administration of 25 other laws, 17 Executive orders, and 16 agreements with various Federal agencies, requiring the performance of specific duties relating to specially targeted applicant groups. Among these groups are Vietnam-era veterans, the handicapped, older workers, youth, minorities, recipients of AFDC and food stamps, and persons eligible for CETA activities.

Since the inception of CETA in 1973 with its many services for individuals with special barriers to employment, the basic role of job service as a public labor exchange serving job-ready applicants and employers with job openings has been reemphasized. Today the role of job matching can be described as one of being devoted to increasing the quantity and quality of placements, improving job search management, developing new tools such as computerized job matching, and building better relationships with private sector employers.

Cities and Towns Served by the Local Offices in the Pittsfield LMA

Pittsfield		North Adams
Alford	Mount Washington	Adams
Becket	New Marlboro	Clarksburg
Cheshire	Otis	Florida
Dalton	Peru	Monroe
Egremont	Pittsfield	New Ashford
Great Barrington	Richmond	North Adams
Hancock	Sandisfield	Savoy
Hinsdale	Sheffield	Williamstown
Housatonic	Stockbridge	
Lanesboro	Tyringham	
Lee	Washington	
Lenox	West Stockbridge	
Monterey	Windsor	

D. Geographical Features:

The area's most prominent feature is the chain of mountains known as the Berkshires. Mount Greylock (elevation 3,491 feet), the highest mountain in the state, is located in the Taconic Range near Adams; the Hoosac Range is of lower altitude and located in the southern part of the area. The area also boasts a number of picturesque lakes and valleys and numerous mountain streams and rivers, the Housatonic being the largest.

E. Transportation

1. Commercial Transportation: The main transportation for Pittsfield Labor Market area is furnished by commercial bus lines and several private charter lines. Pittsfield has a major bus terminal with all facilities, located in the heart of the city. The bus lines are Arrow, Bonaza, DuFour Brothers, Greyhound and Vermont Transit. The North Adams and Williamstown area are serviced by DuFour Brothers, Englander and Vermont Transit.

The passenger railroad situation is limited with one Amtrak train stop each way per day into the city of Pittsfield on the Boston/Worcester/Springfield/Albany/Chicago run. Conrail also services Pittsfield, and the Boston and Main Railroad services North Adams.

There is no major airline that comes into the Pittsfield Labor Market Area (LMA). There is a Pittsfield municpal airport which is serviced by a local commercial line, Precision Airlines that flies people into New York City to make major connections. This airline also flies passengers to New Hampshire, Vermont and several other regional airports.

Passengers can also travel to Albany air terminal or Springfield's Bradley Airport for other connections. General Electric has an airplane which is large enough to have to use the municipal airport. There are several company planes also using this airport. Freight transportation is handled by 2 air cargo services which is Yankee Air Freight.

2. Commuting:

Both public transit and state highways provide access for passengers to the Pittsfield Labor Market Area.

a. Public Transit: The Berkshire Regional Transit Authority (BRTA) which began operations in the mid-1970's to provide transportation services to residents of the central Berkshires has demonstrated strong and consistent rider-growth over the past 6 years. In 1975 the firts operational year, the authority carried 258,245 passengers on its fixed routes while in 1979 ridership more than tripled to 934,000. This exponential growth is expected to continue with ridership projected to reach the 1,000,000 mark in FY 1981. Factors fostering this mushrooming growth include expansion in both the number of transportation routes and communities served by the authority and more recently the skyrocketing cost of gasoline has enticed automobile owners to leave their vehicles at home and take public transportation. Future growth of the BRTA appears to be assurred with the addition of services to the communities of Adams, North Adams, Stockbridge, Great Barrington, and Williamstown. These cities and towns joined the BRTA in 1979 and services have begun in 1981; the new transportation routes should be especially beneficial to the town of Stockbridge and Great Barrington which presently do not have local bus transportation.

In Fiscal Year 1982, the Berkshire Regional Transit Authority (BRTA) will begin a connecting service between the Pittsfield and Central Berkshire areas up to the North Adams and Northern Berkshires area. This will provide a necessary link to help develop both communities.

b. Public Roads: Tourism is a major development in the LMA which has unlimited natural beauty such as the fall foliage and many cultural events: i.e.(Tanglewood and Jacob's Pillar) and recreational activities (skiing, golf, tennis, etc)to attract a greater number of persons into the area therefore a great economic benefit to provide services in employment. Accessability is the key to this area which runs a number of first class and good roads. The Massachusetts Turnpike (East-West) has made an easy three-hour drive from Metropolitan New York and Boston areas. The development and construction of Interstate Route 91 (North-South) has opened up a greater flow of traffic from northern New Jersey, New York and Connecticut.

There is a need for better roads to the business and ski areas in the Pittsfield-North Adams area, particularly the road that leads to North Adams and into Vermont. The Northern Berkshire communities are almost isolated with the lack of roads. Route 202 (Mohawk Trail) (east-west) provides a link but it is a narrow with steep grades and curves which means difficulty in shipping raw materials and finished goods. Route 7 (north-south) is another link to the northern area but it is mostly a single lane highway which passes through cities and towns, resulting in slow and difficult travel.

I. Highlights and Conclusions

The Pittsfield Labor Market Area's economy seems to have peaked in Fiscal Year 1980, in view of the slippage which has become apparent since then or that is projected for the near future. The area remains heavily dependent on one major manufacturer, which has cut back its work force in recent years and has not yet seen high technology industries moving in to spur new growth.

Some kinds of services and retail trade have continued to do well, adding employees, as this is a recreation and tourist area in three seasons, Summer, Fall,and Winter, but vagaries of weather (such as snow) affect this employment. Labor Force Participation by younger workers, particularly females, continues to rise, adding to the competition for jobs.

There are a few high net demand occupations in the area, noticeably machinists and general duty nurses. In total, the number of active applicants for jobs has gone up at the area's DES offices.

Some large scale changes in government employment are taking place in the area with the implementation of state Proposition 2½ and the cutback of funds for CETA and other federal programs.

II. Employment Developments and Outlook by Industry

Nonagricultural Employment

The last three full fiscal years (1978-1980, Table 1) have shown increases in overall nonagricultural employment. It reached 54,777 in FY 1979, which was a substantial increase over the 1978 estimate of 50,678. Proceeding forward from FY 1979 there was an increase in FY 1980 to 55,118 and then according to preliminary figures, a slight decrease in FY 1981 to 54,312. FY 1980 was a peak year in light of the estimated fall back in FY 1981 and the projection that nonfarm employment estimates for FY 1982 will be further down. There is a need for development either from a General Electric Company resurgence or the advent of a new high technology firm.

On this Table 1 the FY 1978 figures have an estimate for government (state and local), which is considerably lower than for subsequent years. This is because it was based on estimates from incomplete data. More complete data became available in the subsequent years after state and local government workers were put under covered employment.

Population and labor force figures are declining in this area. The young people would like to stay in the Pittsfield Labor Market Area, where they receive a good education, but they migrate to other places for the money or the job opportunity to get started.

Manufacturing

There has been a steady decrease in the overall manufacturing work force for the last four fiscal years from FY 1978 through the current FY 1981 and this is expected to continue through FY 1982. The General Electric Co. is the largest employer and the highest payer in the Pittsfield Labor Market Area. They are a manufacturer divided into three parts, the power transformer division, the ordnance division, and the plastics division (which was previously a subsection). This company has lost 3,000 jobs in the last seven years from 11,000 in 1974. This has occurred due to the energy price escalation, which has produced less demand for power transformers, the expiration of defense contracts, and appropriation cuts that effect ordnance.

The Trident submarine project has ended and the McDonnell-Douglas Corp. has lost a torpedo contract, for which they were the prime contractor.* The company management has hoped to stabilize employment near the 8,000 level, with transfers and reassignments to minimize the losses. They had projected a 300 person layoff for 1981, but have recently aggravated that original position to a loss of 600 persons, which is due to further expected losses in the power transformer division for 1981 and also 1982. The power transformer situation is expected to be long term and is an industry-wide problem due to reduced growth in demand for electricity.

* General Electric was the sub-contractor.

Table 1

Nonagricultural Employment - Annual Averages
FY 1978 - FY 1981

	FY 1978	FY 1979	FY 1980	FY 1981
Nonagricultural-Total	50678	54777	55118	54312
Manufacturing	18579	18458	18227	17745
Durable Goods	12048	12068	12194	12230
Nonelectrical Machinery	1394	1510	1474	1367
Electrical Machinery	9212	9056	9178	9126
All Other Durable	1442	1502	1542	1737
Nondurable Goods	6531	6390	6033	5515
Textile	1063	1033	1023	974
Paper	2592	2389	2287	2185
All Other Nondurable	2876	2968	2723	2356
Nonmanufacturing	32,099	36319	36891	36567
Construction	1601	1595	1341	1388
Transportation, Comm., and Utilities	1772	1666	1635	1473
Finance, Insurance and Real Estate	2203	2309	2364	2317
Wholesale & Retail Trade	10616	11907	12143	12046
Services	9596	9910	10728	11024
Government	6311*	8932	8680	8319
State and Local	5955	8092	7840	7499
Federal	356	840	840	820

* Estimates

Table 2

Pittsfield LMA Nonagricultural Employment
Percents of Total Employment
FY 1978 to FY 1981

	FY 1978	FY 1979	FY 1980	FY 1981	FY 1982
Nonagricultural Total #	100.0	100.0	100.0	100.0	100.0
Manufacturing	36.7	33.7	33.1	32.7	32.3
Durable Goods	23.7	22.0	22.1	22.5	22.3
Nonelectrical Machinery	2.8	2.8	2.7	2.5	2.4
Electrical Machinery	18.1	16.5	16.7	16.8	16.8
All Other Durables	2.8	2.7	2.8	3.2	3.1
Nondurable Goods	12.9	11.7	10.9	10.1	9.9
Textile	2.1	1.9	1.9	1.8	1.7
Paper	5.1	4.4	4.1	4.0	3.9
All Other Nondurables	5.7	5.4	4.9	4.3	4.3
Nonmanufacturing	63.3	66.3	66.9	67.3	67.7
Construction	3.2	2.9	2.4	2.6	2.7
Transportation, Communications and Utilities	3.5	3.0	3.0	2.7	2.9
Finance, Insurance and Real Estate	4.3	4.2	4.3	4.3	4.2
Wholesale & Retail Trade	20.9	21.3	22.0	22.2	22.2
Services	18.9	18.1	19.5	20.3	21.1
Government	12.4*	16.3	15.7	15.3	14.7
State	INA	14.8	14.2	13.8	13.2
Federal	INA	1.5	1.5	1.5	1.5

* Estimates

\# Figures may not add due to rounding

Table 3
Pittsfield LMA Manufacturing
Share of Massachusetts Employment
1978-1979-1980

	FY 1978		LMA/State	FY 1979		LMA/State	FY 1980		LMA/State
	LMA	State	Percent	LMA	State	Percent	LMA	State	Percent
Manufacturing-Totals	18579	652100	2.8	18458	672100	2.7	18227	673100	2.7
Durable Goods	12048	378900	3.2	12068	401100	3.0	12194	409700	3.0
Nonelectrical Machinery	1394	90400	1.5	1510	101600	1.5	1474	109500	1.3
Electrical Machinery	9212	98300	9.4	9056	104600	8.7	9178	109400	8.4
All Other Durables	1442	190200	0.8	1502	194900	0.8	1542	190800	0.8
Nondurable Goods	6531	273200	2.4	6390	271000	2.4	6033	263400	2.3
Textile	1063	28200	3.8	1033	27100	3.8	1023	25400	4.0
Paper	2592	30400	8.5	2389	29800	8.0	2287	28900	7.9
All Other Nondurables	2876	214600	1.3	2968	214100	1.4	2723	219100	1.2

Manufacturing totals have declined and so have their percent of non-agricultural employment from 36.7 percent in FY 1978 down to 32.7 percent in 1981 and perhaps 32.3 percent in FY 1982.

Durable Goods Manufacturing

Durable goods workrolls have edged up slightly each fiscal year since FY 1978 and over this time span have gone from 12,048 in FY 1978 up to 12,230 in FY 1981.

However, looking to the future, FY 1982 is expected to drop as General Electric makes layoffs in nonelectrical machinery which includes the power transformer division. The Clark-Aiken Company, as a subcontractor to the Northrop Corp., appears in a good position to get more contracts for parts of the F-18A fighter plane, 1,366 of which the Navy expects to purchase in the 1980s at a cost of $30 billion.

The "all other durable goods" category has shown steady increases from FY 1978 on. A machinery firm, the Beloit Corp. - Jones Division, a leader in manufacturing machinery for the paper industry, sold its plastic machinery line to concentrate on paper machinery and has made a new addition to its plant, a research facility. This added facility to the existing plant at the Beloit firm is an indication of growth, particularly future growth.

The electrical machinery industry is the leader in manufacturing and in durable goods. It includes General Electric's large power transformer division, which has felt the energy crunch and, therefore, suffered losses in employment.

The high for durable goods was Fiscal Year 1978 with 9,200 workers and 18.1 percent of the total, down slightly to Fiscal Year 1981 with 9,100 and 16.8 percent of the total employment.

The expected trend is 9,100 for Fiscal Year 1982 and the same percentile as in 1981. General Electric's presence and performance are felt in Pittsfield. One of their goals is to try and get a miniaturized or computerized power transformer.

Nondurable Goods Manufacturing

This sector of manufacturing has been on a steady downhill decline from FY 1978, which is projected to continue through Fiscal Year 1982, both numerically and percentagewise. The major industries in nondurables for this LMA are textiles and paper, traditional industries, but which are on the decline, both in Massachusetts and throughout New England. Fabric and textile mills have declined and closed, particularly in the North Adams area, which means less employment. In the "all other nondurable goods" category there has been a considerable decline since FY 1979, but this could change as General Electric, with its world plastic headquarters in Pittsfield, has expanded and has made plans for a new research facility.

Crane Company is the major paper maker in the area with two subsidiaries in the printing business. Crane Company has expanded its business with a $7,000,000 plus capital improvements program in 1980 which includes an offset press for one of its subsidiaries, a two-story building addition, and equipment for replacement and modernization at its plants. Another paper company also expanding is Terrakoski U.S.A. Inc., a subsidary of Finland Corporation, which had made capital improvements with help from the Massachusetts Industrial Finance Agency's approval for a $2,700,000 bond. Textron, Inc., a Sheaffer-Eaton Division, has also made capital improvements of $1,000,000. The textile employment levels have edged down slightly over the last 5 fiscal years but remain around the 1,000 level and the future will see the same pattern of sliding downwards. There are no capital improvements program to report in this industry. Buildings are being sold and divided into several sections for other businesses, thereby making excellent real estate investments. General Electric's development of plastics through research is the plus factor and is seen in "all other nondurables". The company headquarters in Pittsfield is the world's headquarters. Employment over the last five fiscal years has increased by 100 persons and this growth in numbers employed has been matched by growth in sales and the expectation that it will be a high growth division in the 1980s.

Finance, Insurance and Real Estate

This industry sector had been growing from FY 1978 at the 2,200 employee level to FY 1980 at the 2,350 level. But, then came the money crunch as inflation increased; also, discount rates increased and the prime rate ran out of sight. Enter the money market funds which offered higher interest rates. With the lure of better rates we have seen cash funds being withdrawn from the banks and low interest loans made on insurance policies being reinvested in money market funds. Banks, generally speaking, have stopped making loans.

All of this has led banks, particularly, to examine their budgets and look at their personnel policies. They have used transfers and reassignments and retirements to balance their forces. People, who have left, went voluntarily, either to start a business or move to another area for another opportunity. Otherwise, banks have managed a stable employment level and are seeking competitiveness to get new investors or get back old investors.

Banks are insured and keep reserves on hand which means investors can always get their money. Banks, besides hiring people in the community, also invest funds into the community. Banks have been considerate with their personnel and hope to appeal to more depositors with community efforts. New means of investment instruments have been established. These are the NOW Acounts and Free Pay-By-Phone Services offered. There are Super NOW Accounts being offered at higher rates. There is the REPOS method where the bank borrows from the client at a high rate and makes use of the funds for loans etc. Other investment instruments include banks making up the complementary amount to get $10,000 so the investor can get treasury notes or certificates of deposit and, therefore, higher rates. Some of the cooperative banks and mutual banks are offering life insurance but at a higher yield and tax exempt which offers promising returns and tax exemption.

Insurance companies are still making loans, and premiums have continued to come in at a good pace. Loans are made mostly to commercial customers and some residential buyers. Employment levels have increased slightly because funds are growing. The increasing paper load on loans has not led to more personnel since machines can process these loans. The insurance companies are offering a graduated interest rate premium to help finance housing by lower rates in the early years of their loans which is a competitive means to attract business. As mentioned, increased premiums mean growth, therefore, more employment. Retirement is used in banks as is attrition and transfers and reassignments to help stabilize employment. People who leave usually go for more opportunity or move from the area. Companies in this region are not dependent on the Pittsfield Labor Market Area itself but grow by buying companies outside of Mass. and managing them. Also insurance premium growth come from Mass. and outside of Mass (national scene). Some car insurance companies are dissatisfied with car insurance laws such as mandatory coverage and large payments for damages and thefts. This causes a reduction in efforts by companies to cover or offer car insurance until car insurance reform is offered.

Wholesale and Retail Trade

This industry has steadily increased employment from FY 1978 at 10,616 to FY 1981 at the 12,050 level which should be maintained in FY 1982. The consistency of these figures shows up in percent of nonagricultural employment at 22 percent over the last 4 fiscal years, and basically the same in FY 1982 is predicted.

In FY 1980 and again in FY 1981, there was a bad weather situation for snow mountains which, coupled with gas prices continuing up, did present problems which diminished payrolls. But, the other attractions in the area such as Tanglewood, fall foliage and just the natural beauty of the Berkshires, continue to attract tourists. Therefore, the winter months were less than expected for snow mountain owners, but what snow did come was a little more than in other areas, except Vermont. The relatively new concept of snow making combined with natural snow did help. What didn't help was the Winter months of FY 1980 had a complete drought and in FY 1981 the early amount of snow that brought first of the season good cheer, dissipated in later months and a cold bluster didn't help at all. Fiscal Year 1981 still was better than Fiscal Year 1980. Since winter precipitation has been less and cold much stronger, fuels and energy became a question of consistant availability and the price would be charged. This affected travel, that is gasoline, to the Berkshires, which brought less numbers, therefore dropping revenues for merchants. Another factor was the increasing cost of heating fuels to the retailer, business, lodges and general populace as their prices went up and this cost was redistributed to tourists. Gas has become increased in usage in the last two Fiscal Years. The problem here was getting enough installation for new and conversion units and enough conversion gas itself to the already available market.

Several department stores have closed in downtown Pittsfield, so that the only and original department store left is Englander Brothers, which combined with several other small and speciality shops to service a declining population in Pittsfield.

Another problem, outside of the ski season, is the lack of major entertainment in downtown Pittsfield which is a quiet place except for one place to go after 9 P.M.. There are several inns with musical groups but they are not mahor attractions. Ski resorts in season, have good, even major, entertainment. When Tanglewood is in town, usually weekend affairs, most people attend the concerts and go back to lodges. Therefore young Pittsfield people who live here have little entertainment and tourists come and go for the ski and Tanglewood seasons, and nothing else attracts tourists, visitors or transients in other parts of the year. Downtown Pittsfield is in a state of decline and needs major impetus which could be the Parcel 3 development, the resurgence of General Electric's employment levels, or a new business entry like a high technology company.

Services

The Services Division is the bright note in the Pittsfield LMA over the last seven fiscal years and appears to be still climbing into FY 1982 and well into the future. Despite the bad winters for snow mountains, which caused some faltering in hotels and related businesses, there is still plenty of tourist and travel business such as at Tanglewood, Jacob's Pillow, Williams College Theatre (and soon a second theatre), fall foliage and outdoor activities. All of these pursuits should continue to blossom, with more added attractions, as well as the number of enthusiasts for sports, arts, and outdoor beauty. Furthermore, there is the possibility (good odds) that the future winter weather will improve for ski resorts. The number of people employed in services is related to or a function of tourists.

The percent of services to overall nonagricultural employment has increased from 18.9 percent in FY 1978 up to 20.3 percent in FY 1981 and will possibly be close to 21.1 percent in FY 1982 and then, if not beforehand, both numbers and percent could equal wholesale and retail trade.

There is a relatively new Medical Center which means a facility for improving health and health care and the creation of health service jobs.
The Berkshire Community College has expanded and added courses. North Adams State has provided educational services but waits for the state budget adjustments and Proposition 2½ consequences. Williams College is expanding after a recent fund drive of $51 million for new building additions, scholarships, chairs and professorships. These mean more health and educational services to this community promoting employment and growth. Beside this, from these instituions new ideas, training and instruction are advanced to meet existing business requirements and to offer a prospectus to new business.

Government

The area bears a wait and see attitude about government employment, primarily at the state and local levels. The state budget will determine the number of state workers to be funded and also the amount and the formula for the distribution of local aid to the cities and towns. These local communities, meanwhile, are making their decisions about reducing their work force in conformance with the requirements of Proposition 2½. The number of state and local government employees had been on the increase from the mid 1970s, but adjustments and changed conditions came into being.

First, the population of cities and towns in the Pittsfield LMA has been going down, particularly that of the big city. Second, the requirements of the state budget have been adjusted so that when money is sent to municipalities, a close watch is kept on their budgets and on their obtaining new facilities and personnel. Third, Proposition 2½ arrived on the scene, which means jobs and services must be pared to meet its requirements by July 1, 1981. Fourth, the federal budget could be pared in some areas or some subsidies cut which will further reduce government employment.

These factors have driven state and local government employment steadily down. From 8,100 in FY 1979 it will diminish to a 7,500 level in FY 1981, and, when Proposition has come into effect, it is projected the figure will drop to 7,100 by FY 1982. There is a wait and see attitude, also, on the nature of implementation of Proposition 2½, since state aid could assist and possibly a future revised stance on federal aid and subsidies in some form could help the localities.

However, the performance pattern suggests a 1,000 person decline from FY 1979 projected through FY 1982.

Massachusetts Industrial Finance Agency (MIFA)

The enclosed table shows Massachusetts Industrial Finance Agency (MIFA) Bonds approved for calendar year 1980 and late 1979, which shows that the Pittsfield Labor Market Area (LMA) has received $11,340,000 for seven firms to create 254 jobs. The Massachusetts Industrial Finance Agency is an independent agency that provides financial incentives to Massachusetts companies to expand their production and facilities, therefore creating more jobs. The Agency (MIFA) provides tax-exempt financing through Industrial Bonds at a low interest rate. The companies helped in the LMA have been in the industries of paper and printing, plastics, disposal service and medical supplies.

Table 4
Massachusetts Industrial Finance Agency
Calendar Year (CY)1980 and Late 1979
Pittsfield Labor Market Area

Companies Participating

Company	Date	Location	Jobs	Loan
Bryon Weston Company	5/1/80	Dalton	25	$ 1,640,000
Steinerfilm	11/1/79	Williamstown	100	1,410,000
Meehan and Co., Inc.	6/5/80	Clarksburg	9	280,000
Vicon Recovery Assoc.	9/6/79	Pittsfield	16	6,200,000
Excelsior Printing	12/6/79	North Adams	6	600,000
Berk Matics Inc.	3/18/80	North Adams	8	350,000
Mohawk Industries Inc.	5/1/80	North Adams	90	1,500,000
				$11,640,000

Small Business Administration PASS Program

The Small Business Administration has developed a program to help business in "Labor Surplus Areas". The program is the Procurement Automated Source System (PASS) which helps companies to gain government contracts and subcontracts by using a computer that matches the firm's capabilities with those needs of the Procuring Agencies, therefore improving potential opportunities for defense contracts. The "Labor Surplus Areas' as classified by the Department of Labor that are eligible for preference in bidding on Federal Procurement contracts based on high unemployment and other criteria within the Pittsfield Labor Market Area as of June 1, 1981 are the following municipalities:

Alford	North Adams
Florida	Savoy
New Ashford	Tyringham
New Marlborough	

The list of Surplus Areas is effective for the 12-month period of June 1, 1981 to May 31, 1982.

In Federal Fiscal Year 1980, the seven Military Prime Contractors (over $10,000) in the city of Pittsfield received $91,408,000, the bulk of which was awarded by the Department of the Navy. This was a 142.2 percent increase over the $37,738,000 awarded to the contractor (definitive contract requiring cost of pricing data) in the city of Pittsfield in Federal Fiscal Year 1979.

III. Employment Developments and Outlook by Occupation

A look at high net demand occupations between March, 1980 and March, 1981 shows a different group for each year but a couple of occupation throughout this time period should be noted. Machinists and general duty nurses are in constand demand. Machinists of all kinds are needed to run machines, repair machines or service machines. General duty nurse is one in the health field, that requires education and, in most cases, experience. There is a constant demand for other occupations such as insurance and real estate sales agents, general laborers, and general help when the tourist season opens such as waiters, waitresses, kitchen help and room attendants. The growth industries are wholesale and retail trade, and also the service sectors over the year. The Pittsfield LMA has several new shopping malls, two new hotels, expanded ski facilities and more cultural events and, therefore, more jobs in these two industry sectors. The LMA has more nonmanufacturing employment while manufacturing employment is fairly stable.

Proposition 2½ became law on July 1, 1981. It has a definite bearing first on the unemployment situation where laid off municipal employees, if eligible, will swell the unemployment ranks and then, naturally employment totals for government in the nonmanufacturing category, will diminish. Those employees, such as teachers,with college degrees will seek jobs in the private sector and make competition tighter. Teachers are looking into all possible opportunities which might meet their qualifications for jobs. The number of active applicants in the professional, technical and managerial occupational category will increase.

Openings Received and Filled - Pittsfield LMA March 1981

The Job Openings received and filled are shown in ESARS Table 10. The total openings received were 1021, of which most were from manufacturing (309), services (296) and wholesale and retail trade (225), which combined is 81 percent of the total. The occupational breakout shows an even distribution over the nine categories. Clerical and sales, and services heads the list with 216 and 200 openings respectively and 40 percent combined of the total.

ESARS Table 10 is broken down into two units. The horizontal heading is Industrial Division and the vertical listing is Openings Received and Openings Filled.

The largest category numerically of openings received is services (191) followed by clerical (140), benchwork (115), machine trades (114) and the farm, forestry and fishery group (113). The openings received are fairly well distributed over the nine occupational categories. Within the largest group of 191 service openings, the largest portion (104) is in the service industrial division. While clerical occupations are spread over several divisions, the bench work and machine trades openings are highly concentrated in manufacturing. The farm, forestry, and fishery openings are in the service and government divisions.

The total openings filled were 652, of which most were again from manufacturing (243), services (145) and wholesale and retail trade (154), which is around 33 percent in manufacturing and about 25 percent in each of the other two divisions which combined is 542 openings.filled or 83 percent of the total. Within the nine categories clerical and sales has 149 and services has 134, jobs filled which is about 25 percent of the total for each. Within these two occupational categories, most of the openings (60 percent) were in wholesale and retail trade, and services, again reflecting the growth of these two industrial divisions due to recreation and tourism.

Of the 115 bench work openings received, 111 were filled (or 96.5 percent) of which 95 percent were filled in the manufacturing sector. Packaging and material handling also had a high degree of its openings filled (93.1 percent), of which 67 percent were filled in the manufacturing sector.

Within Industrial Classifications, of the 309 openings received in the manufacturing sector, most or these filled (70) were in the rubber and plastics industry, which has seen growth at General Electric, Benoit Division of E.D. Jones and several small firms. The paper industry had 51 openings received and most of them filled by several firms, denoting production growth.

Of the 282 openings received in the service division most took place in social studies with 68, but very few proportionately were filled. This fact may have brought down the overall fill average from 60 percent to 46.8 percent. Services openings will vary with seasonal fluctuations. These figures are as of March 1981.

Wholesale and retail trade division openings received were 225, of which 68.2 percent were filled The largest group within wholesale and retail was eating and drinking places with 73 openings received, 33 percent of the total, of which 67.1 percent were filled, again reflecting the tourist trade and its seasonality.

Job Bank information shows 158 positions available in March 1981, of which 81 were in manufacturing or 50 percent or better of the total. Retail trade had 28 positions or 18 percent and services showed 23 positions or 15 percent. The total of these three industrial groups are 132 positions or 83 percent.

Job Bank reflects a lower percentage of positions filled than ESARS at 36 percent or 64 positions filled. A table from Job Bank is included in the Appendix for further study.

TABLE 10 - ALL JOB OPENINGS 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 10

OPENINGS RECEIVED AND FILLED BY INDUSTRIAL DIVISION AND OCCUPATIONAL CATEGORY

ITEM NO	OCCUPATIONAL CATEGORIES AND DIVISIONS		OPENINGS BY INDUSTRIAL DIVISION: TOTAL	AGR FOR & FISH	MINING	CONSTR	MFG	TRANSP & UTIL	WHS & RETAIL TRADE	FINANCE INS & REAL ESTATE	SER-VICES	PUBLIC ADMIN-ISTRA-TION	GOVT
A	B		C	D	E	F	G	H	I	J	K	L	M
	OPENINGS RECEIVED												
10010	TOTAL		1021	14	0	27	309	32	225	30	296	88	95
10015	0-1	PROF TECH MGR	81	0	0	0	21	0	13	2	33	12	18
10020	20-24	CLERICAL	140	0	0	6	29	7	23	19	42	14	20
10025	25-29	SALES	76	0	0	0	3	0	60	5	8	0	0
10030	30	DOMESTIC	9	0	0	0	0	0	0	0	9	0	0
10035	31-39	OTHER SERVICES	191	0	0	0	3	0	79	2	104	3	6
10040	4	FARM F & F	113	5	0	0	0	0	0	0	59	49	43
10045	5	PROCESSING	14	2	0	0	6	0	4	0	1	1	1
10050	6	MACHINE TRADES	114	1	0	1	91	3	9	0	9	0	1
10055	7	BENCH WORK	115	0	0	0	96	0	7	0	11	1	1
10060	8	STRUCTURAL	65	6	0	19	12	1	6	2	16	3	3
10065	90-91	MOTOR FRGT, TRANSP	36	0	0	0	2	18	13	0	2	1	1
10070	92	PKG MTRL HNDL	58	0	0	1	41	3	11	0	1	1	1
10075	93-97	OTHER	9	0	0	0	5	0	0	0	1	3	0
	OPENINGS FILLED												
10085	TOTAL		652	10	0	14	243	22	154	12	145	52	41
10090	0-1	PROF TECH MGR	29	0	0	0	5	0	3	0	13	8	9
10095	20-24	CLERICAL	86	0	0	5	23	5	13	5	24	11	15
10100	25-29	SALES	63	0	0	0	1	0	49	5	8	0	0
10105	30	DOMESTIC	9	0	0	0	0	0	0	0	9	0	0
10110	31-39	OTHER SERVICES	125	0	0	0	4	0	53	2	63	3	4
10115	4	FARM F & F	19	3	0	0	0	0	0	0	1	15	9
10120	5	PROCESSING	10	1	0	0	5	0	3	0	1	0	0
10125	6	MACHINE TRADES	71	1	0	0	58	0	7	0	5	0	0
10130	7	BENCH WORK	111	0	0	0	96	0	5	0	10	0	0
10135	8	STRUCTURAL	36	5	0	8	8	0	5	0	8	2	2
10140	90-91	MOTOR FRGT, TRANSP	24	0	0	0	1	14	6	0	2	1	1
10145	92	PKG MTRL HNDL	54	0	0	1	38	3	10	0	1	1	1
10150	93-97	OTHER	15	0	0	0	4	0	0	0	0	11	0
	FILL RATE												
10160	TOTAL		63.9	71.4	0.0	51.9	78.6	68.8	68.4	40.0	49.0	59.1	43.2
10165	0-1	PROF TECH MGR	35.8	0.0	0.0	0.0	23.8	0.0	23.1	0.0	39.4	66.7	50.0
10170	20-24	CLERICAL	61.4	0.0	0.0	83.3	79.3	71.4	56.5	26.3	57.1	78.6	75.0
10175	25-29	SALES	82.9	0.0	0.0	0.0	33.3	0.0	81.7	100.0	100.0	0.0	0.0
10180	30	DOMESTIC	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0
10185	31-39	OTHER SERVICES	65.4	0.0	0.0	0.0	133.3	0.0	67.1	100.0	60.6	100.0	66.7

TABLE 10 - ALL JOB OPENINGS 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 10

OPENINGS RECEIVED AND FILLED BY INDUSTRIAL DIVISION AND OCCUPATIONAL CATEGORY

ITEM NO	OCCUPATIONAL CATEGORIES AND DIVISIONS	OPENINGS BY INDUSTRIAL DIVISION										
		TOTAL	AGR FOR & FISH	MINING	CONSTR	MFG	TRANSP & UTIL	WHS & RETAIL TRADE	FINANCE INS & REAL ESTATE	SER-VICES	PUBLIC ADMIN-ISTRA-TION	GOVT
A	B	C	D	E	F	G	H	I	J	K	L	M
10190 4	FARM F & F	16.8	60.0	0.0	0.0	0.0	0.0	0.0	0.0	1.7	30.6	20.9
10195 5	PROCESSING	71.4	50.0	0.0	0.0	83.3	0.0	75.0	0.0	100.0	0.0	0.0
10200 6	MACHINE TRADES	62.3	100.0	0.0	0.0	63.7	0.0	77.8	0.0	55.6	0.0	0.0
10205 7	BENCH WORK	96.5	0.0	0.0	0.0	100.0	0.0	71.4	0.0	90.9	0.0	0.0
10210 8	STRUCTURAL	55.4	83.3	0.0	42.1	66.7	0.0	83.3	0.0	50.0	66.7	66.7
10215 90-91	MOTOR FRGT, TRANSP	66.7	0.0	0.0	0.0	50.0	77.8	46.2	0.0	100.0	100.0	100.0
10220 92	PKG MTRL HNDL	93.1	0.0	0.0	100.0	92.7	100.0	90.9	0.0	100.0	100.0	100.0
10225 93-97	OTHER	166.7	0.0	0.0	0.0	80.0	0.0	0.0	0.0	0.0	366.7	0.0

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Training In Occupations by Vocational Schools

The Pittsfield Labor Market Area has two vocational and technical high schools, The Charles H. McCann of North Adams and the Taconic High School of Pittsfield. The courses provided at these schools are: Auto Mechanic, Business Data Processing, Distributive Education, Drafting, Electrical, Electronics, Food Services, Machine Technology, Metal Fabrication, Plant Maintenance, Auto Body, Carpentry and Printing.

A table on High Net Demand Occupations shows unfilled openings in the Pittsfield LMA which provide opportunities for a trained graduate. The table on Recession Resistant and Resilient Industries in the 1974-75 recession shows occupations which can be serviced by vocational education high schools, community colleges and other training programs such as CETA. Still further another table on Energy and Nonenergy-Intensive Industries shows occupations for which vocational and technical training is desirable.

The Vocational High School Program is providing education for Machinists and Maintenance Repairers which have high entry wages and a future for advancement and more pay. The basics of Automobile Mechanics and an Auto Body Education gives the graduates a start into a field always looking for people and a future of self-proprietorship or manager of a garage. Several other occupations such as general laborer can be filled by a person with general education. General duty nurses, nursery school attendant and insurance sales agent training and education can be obtained by a community college student in the appropriate program course.

An attached list of Recession-Resilient Industries shows appropriate occupations for which Vocational Education is desirable. Food services employees now begin at low pay, but there is advancement in eating and drinking establishments. Business data processing programs offer education to a person in a growth field which is still expanding as companies computerize their operations. Machine trades has grown in several fields with good wages and the courses provided at the two high schools can be used to learn them. Other occupations in the Recession-Resilient Industries that require vocational education are: drafter, electronic technician, electrician, metal fabricators, plant maintainers.

The future of the Pittsfield LMA may be the development of the High Technology with existing companies or a company brought into the area. The high school training given in the business data processing program at present is highly complex with mathematical and engineering orientations and the purpose of the courses is college preparation, a goal which has been attained with 90 percent or better of the students going on to college. Therefore a program is needed to be developed for the high schooler who is not going to college which will produce the necessary training which would be needed for occupations in demand.

Comparison of Vocational Educational Programs

The Pittsfield LMA is different from other LMAs in the state, not only geographically, but because of its industrial make-up, particularly with a large employer predominating like General Electric, and also by its being very dependent upon tourism year round.

Each vocational education school's program in the state is different to meet its area's requirements for businesses. Some LMAs have definite industrial patterns such as a concentration of industry such as Health, Paper, and Paper Products, Textiles, Apparel, Defense, High Technology or Education which predominate in their area.

There is too much variance to make comparison between different LMAs on population, labor force, unemployment rates, or other data as criteria. The following tables from the Massachusetts Vocational Education and Workforce Planning Information Report, 1980 do offer some comparison. The tables deal with Vocational-Technical School graduates and occupations which gives an overall perspective and evaluation. From this same report is a list of Massachusetts Community Colleges with programs listed by subject matters. A glance at the tables of Recession-Resilient Industries, and Energy and Non-energy Intensive Industries will offer an idea about future programs that could be offered at the community college level to supplement or complement vocational education.

Massachusetts Community Colleges

Berkshire Community College	Pittsfield
Bristol Community College	Fall River
Bunker Hill Community College	Charlestown (Boston)
Cape Cod Community College	West Barnstable
Greenfield Community College	Greenfield
Holyoke Community College	Holyoke
Massachusetts Bay Community College	Wellesley Hills
Massasoit Community College	Brockton
Middlesex Community College	Bedford
Mount Wachusett Community College	Gardner
Northern Essex Community College	Haverhill
North Shore Community College	Beverly
Quinsigamond Community College	Worcester
Roxbury Community College	Roxbury (Boston)
Springfield Technical Community College	Springfield

Table 5

No. Name of Program Massachusetts Community Colleges Programs	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
BUSINESS	5001.															
1. Administrative Assistant	5001.											● 2	● 3			
2. Administrative Assistant — Education	5001												● 3			
3. Banking and Finance	5001.						● 3						● 3			● 2
4. General Business	5001.	● 2	● 2					● 2	● 2	● 2	● 2	● 2				● 2
5. Business Technology	5001.										● 2			● 2		
ACCOUNTING	5002.															
6. Accounting Associate	5002.	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2
AGRICULTURAL BUSINESS	5402.01											● **				
7. Agricultural Industries	5402.01															
8. Arboriculture	5402.02							● 2								
AGRICULTURE TECHNOLOGIES	5402.03															
9. Floriculture	5402.03											● **				
10. Garden Center Management	5402.04															
11. Horicultural Commodities	5402.08											● **				
12. Horticulture	5402.							● 2								
13. Landscape Technology	5402.05							● 2								● 2
14. Natural Resources Management	5401.						● 1					● **				
15. Nursery Management	5402.06							● 2								

KEY — 1-Day only; 2-Day and Evening; 3 Evening only; ** Apply at Essex Agricultural Tech

Table 5 (continued)

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Table 5 (continued)

No.	Name of Program Massachusetts Community Colleges Programs	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
16	Turf Management	5402.08											**				
	DATA PROCESSING	5101.															
17.	Business Data Processing	5101.	1			2	2		2	2		2	2		1		2
18	Computer Programming	5103.		1				2	2					2			2
19.	Key Punch Operator (1 yr)	5103002															
	HOTEL-MOTEL AND FOOD SERVICE	5010.	1		2	2		1									
20.	Culinary Arts	5404.1						3					**				
21.	Food Science & Nutrition							1					**				
22.	Food Service Management	5404.03												1			
	MANAGEMENT	5004.															
23.	Building & Plant Management	5004.			3												
24.	Business Management	5004.		2			2	2		2	2	2	2	2	2		2
25.	Industrial Management	5004.02								2		2					
26.	Nursing Home Management	5218.						3									
27.	Office Management						1					2					
28	Retail Food Distribution Management	5404.04											**				
29	Small Business Management	5004.03						2									1
30	Retail Management			2			1	2		2				2	1		
31.	General Management				2			2		2	2			2	2		2

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Table 5 (continued)

No.	Name of Program Massachusetts Community Colleges Programs	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
	MARKETING																
32	Fashion Merchandising	5004.05									● 1		● 1				
33	Insurance	5004.06			● 2								● 2				
34.	Marketing	5004.07		● 2			● 2			● 2	● 2	● 2	● 2				● 2
35	Real Estate	5004.08			● 2				● 2				● 2				
36.	Retailing	5004.09				● 2					● 2	● 2					
	MEDIA TECHNOLOGY						● 1										
37	Commercial Art	5012.01	● 1														
38	Electronic Media-Production Technician (TV)	5008.															● 1
39.	Radio Technician	5310.															
40.	Telecommunications Technician	5310.02															● 1
41.	Public Communications Technology	5008.										● 1					● 1
	GRAPHIC & VISUAL COMMUNICATION	5012															● 2
42.	Design & Illustration	5012.02			● 1		● 1										
43	Graphic Arts (Commercial Art) Technology																
44.	Journalism	5012.		● 1													
45.	Photography & Media Production	5006.02															
46.	Printing Management	5007.			● 1												● 2
	OFFICE EDUCATION	5009.															

CAREER
Table 5 (continued)
No. Name of Program HEGIS NO.

Table 5 (continued)

CAREER

No.	Name of Program Massachusetts Community Colleges Programs	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
47.	Court Reporting	5005.03							2								1
48.	Office Assistant (1 yr)	5005.04					1			2	3	2	2				1
49.	Administrative Services Management (1 yr)							1									
50	Office Services											2					
	SECRETARIAL																
51.	Administrative — Word Processing												2				
52.	Bilingual (1 yr)	5005.11		3	1												1
53.	Executive	5005.12	1	2	2	2	1	2	1	2	2	2	2	2	2	2	1
54.	General	5005.13							3	2	2	2			3		3
55.	Legal	5005.14		2	2	2	1	2	1		2	2	2	2		1	1
56.	Medical	5005.15		2	1	2	1	2	1		2	2	2	2		1	1
57.	Statistical	5005.16												2			
58.	Technical	5005.17							1					1			1
	TRANSPORTATION																
59.	Aviation Science	5302.										2					
60.	Air Transportation	5011.01			1												
61	Mass (urban) Transportation	5011.02			1												
62	Motor Freight (Rail/Truck)	5011.03			1												
	ENGINEERING	5301.															

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1978-1979
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Table 5 (continued)

No.	Name of Program Massachusetts Community Colleges Programs	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
63	Architectural Technology																● 2
64	Building & Plant Management																
65	Construction & Building																
66	Interior Design				● 3												
67	Kitchen Design																
68	Heating Power & Air Conditioning																● 2
69	Civil Technologies	5309.		● 1			● 1							● 1			● 2
70	Land Surveying	5309.		● 1													
71	Drafting Assistant (1 yr)	5304		● 1						● 1							
72	Electro-Mechanical Drafting (1 yr)										● 1						
73	Chemical Technology	5305.															
	ELECTRONIC TECHNOLOGIES																
74	Electro-Mechanical Technology	5311.		● 2						● 2		● 2	● 2				● 1
75	Cable TV Technician	5008.															
76	Computer Maintenance & Service Technician																● 1
77	Electrical Repair & Maintenance Assistant	5310.															
78	Electrical Technology	5310		● 2													● 2
79	Electronic Benchwork Technician	5310.															● 1
80	Electronic Engineering Assistant	5310.	● 1														

Table 5 (continued)

CAREER

No.	Name of Program	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
	Massachusetts Community Colleges Programs																
81.	Electronic Technology	5310.	● 1					● 2		● 2	● 1	● 2		● 2	● 1	● 1	● 2
82.	Laser Electro-Optics Technology	5399.															● 1
83.	Two way Radio Technician																
	INSTRUMENTATION TECHNOLOGY																
84.	Bio-Chemical Technician	5314.															
85.	Bio-Medical Technician	5314.															● 1
	MECHANICAL TECHNOLOGIES	5301.															
86.	Advanced Metal Machinery Technology																● 2
87.	Automotive Technology	5306.									● 1	● 2					● 1
88.	Engineering Technology	5301.						● 1				● 2					
89.	Industrial Technology	5312.					● 3										● 1
90.	Manufacturing Engineering	5301.											● 3				
91.	Machine & Tool Design Technology	5303.															● 2
92.	Mechanical Engineering	5301.		● 1								● 2					
93.	Mold Making (Mechanical Technology)	5301.	● 1														
94.	Plant Engineering												●				
95.	Quality Control (1 yr)																
	HEALTH																
96.	Dental Technologies																

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Table 5 (continued)

No.	Name of Program	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
	Massachusetts Community Colleges Programs																
97.	Dental Assistant (1 yr)	5202.									● 1						● 1
98	Dental Hygiene	5203.		● 1		● 1					● 1				● 1		● 1
99	Dental Laboratory Technology	5204.								● 1	● 1						
100	Air Quality	5408.01															● 1
101	Conservation Technology	5499.											●				
102.	Environmental Technology	5408.02		● 2				● 1						● 1	● 3		● 1
103	Pest Control	5408.03															● 1
104	Public Environmental Health Technician	5408.04											● 3		● 3		
105	Solid Waste Disposal	5408.05															● 1
106	Water Quality	5408.07															● 1
107	Medical Laboratory Technician			● 1					● 1		● 1						● 1
	MEDICAL RECORDS TECHNOLOGY	5213.															
108	Medical Transcriptionist	5214.02				● 3			● 3	● 2			● 2				
109	Medical Records Technology	5213.						● 1	● 2					● 1			
	NURSING																
110	Nurse Assistant (1 yr.)(LPN)	5299.01															
111	Nurse Education (RN)	5208.	● 1	● 1	● 1	● 1	● 1	● 1	● 1	● 1	● 1	● 1	● 1	● 2	● 1		● 2
112	RADIOLOGIC TECHNOLOGIES																
113	Nuclear Medical Technician	5207.01			● 1												● 1

CAREER
Table 5 (continued)
No. Name of Program HEGIS NO.

Table 5 (continued)

No.	Name of Program	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
	Massachusetts Community Colleges Programs																
114.	Radiologic Technology	5207.03			1			1			1		1	1	1		1
115.	Radiation Therapy	5207.02															1
116.	Diagnostic Medical Sonography (Ultrasound Tech)	5207.04									1						1
	REHABILITATION TECHNOLOGIES																
117.	Occupational Therapy Assistant	5210.											1		2		
118.	Physical Therapy Assistant	5219.											1				1
119.	Respiratory Theraphy	5215.								1			1	1	1		1
120.	EMERGENCY MEDICAL TECHNOLOGY /(81 hour course)			3	2	3	3	2		3	3	1	2		3		3
121.	ANIMAL SCIENCE TECHNOLOGY	5206.						1					**				
122.	FOOD SCIENCE & NUTRITION/ DIETETIC TECHNOLOGY							1					**	1			
123.	MEDICAL ASSISTANT	5214.01									1						
124.	PEDIATRIC ASSISTANT (1 yr)	5299.02															
125.	PUBLIC HEALTH TECHNICIAN	5408.											3				
126.	HEALTH CARE FACILITY ACTIVITIES DIRECTOR	5506.01		3										1			
127.	HEALTH CARE FACILITIES MANAGEMENT							3									
	SERVICES																
128.	General Human Services (w/concentrations of 9 & 18 credit hours in the listed areas)	5506.02	1	2							2						
129.	Geriatric Associate	5299.04	1														

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Table 5 (continued)

No.	Name of Program Massachusetts Community Colleges Programs	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
130.	Youth Services Associate		○ 1														
131.	Social Service Associate	5506.04	○ 1														
132.	Child Care			● 1								● 2					
133.	Children with special needs											○ 2					
134.	Probation											● 2					
135.	Public Administration	5508.01										● 2					
136.	Social Welfare											● 2					
	HUMAN SERVICES WITH OPTIONS																
137.	Cosmetology Management	5006.01															
138.	Cosmetology Assistant (1 yr)	5006.02															○ 1
139.	Early Childhood Education		● 1				● 1	● 1	● 2				○ 2	● 1	○ 1	● 2	● 2
140.	Early Childhood Education (1 yr)	5503.01									● 3						
141.	Drug & Alcoholic Rehabilitation	5299.03											● 3				
142.	Educational Assistant	5503.03												○ 3			
143.	Geriatric Associate	5299.04	● 1			● 3								● 2	● 3		
144.	Mental Health Associate	5216.01	● 1	● 3							● 1	● 2	○ 2	● 1			● 1
145.	Social Service Associate	5506.04								● 2			● 3				
146.	Social Work Associate (1 yr)	5506.05									● 3						
147.	Legal Assistant										○ 3						

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No.	Name of Program	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
	Massachusetts Community Colleges Programs																
148	Recreation Leadership	5506.03	1				1		1								
149	Educational Assistant (Language Communication Opt)													3			
	SPECIAL EDUCATION																
150.	Language Communication Assistant													3			
151.	Deafness Communication													2			
	LEARNING RESOURCES CENTER TECHNOLOGIES																
152.	Audio-Visual (Media Technology)	5504.01															
153.	Library Assistant (1 yr)	5504.03		1													
154.	Library Associate	5504.02		2													
	PROTECTIVE SERVICES ADMINISTRATION	5504.03															
155.	Conservation Law Enforcement																
156.	Corrections	5505.02						2				2					
157.	Criminal Justice	5505.01	3		2	2											
158	Law Enforcement	5505.03		2			1	2	2	2	2	2	2	2	3		2
159	Occupational Safety & Health Technology	5599.01										3					1
160	Security Administration	5599.02												2			
161.	Fire Protection & Safety Technology	5507.	3	3	2	3	3		3	3	3	3		3	3		2
	PUBLIC ADMINISTRATION																
162	Community Planning & Development	5508.01															

KEY – 1-Day only; 2-Day and Evening; 3-Evening only; ** Apply at Essex Agricultural Tech

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TRANSFER

Table 5 (continued)

No. Name of Program Massachusetts Community Colleges Programs	HEGIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
BUSINESS	5600	●	● 2	● 2	● 2	●	● 2	● 2	● 2	● 2	● 2	● 2	● 2	●	● 2	● 2
Business Education			● 2				● 2	● 2		● 2	● 2					
Education	5610.		● 2		● 2		● 2								● 2	● 1
Engineering	5620.	● 1	● 1		● 2	● 1	● 1						● 1	● 1		● 1
Fine Arts — Visual & Graphic Arts	5630.	● 1				● 1	● 1				● 2					
Liberal Arts	5640	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2	● 2		● 2
Liberal Arts – Data Processing Concentration						● 1										
Science	5650.				● 2		● 1								● 2	● 1
Physical Education (& Athletic Training Option)		● 1														
Liberal Studies/General Studies		● 2					● 2		● 2	● 2	● 2	● 2			● 2	● 2
Library Science			● 2													
Pre-Professionals			● 2				● 1				●					
English															● 2	
Social Science															● 2	
Theater Arts		● 1									● 2					
Secretarial Science			● 3										● 2			
Music Education							● 1									

1978-1979
CAREER

Table 5 (continued)

No.	Name of Program	HECIS NO.	Berkshire	Bristol	Bunker Hill	Cape Cod	Greenfield	Holyoke	Mass. Bay	Massasoit	Middlesex	Mt. Wachusett	North Shore	Northern Essex	Quinsigamond	Roxbury	Springfield
	Massachusetts Community Colleges Programs																
163	Federal Government	5508.02							3								
164	Local Government	5508.04															
165	Public Administration	5508.05											3				
166	State Government	5508.06															
167.	Urban Studies	5508.07						1									
168	Land Use Planning	5508.03															
169	Labor Studies				3												
	** Apply at Essex Agricultural Tech.																

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Table 6

Followup Distribution of Selected Vocational-Technical School Graduates
Class of 1979

Schools	2 Year Number of Graduates	4 Year Public College	2 Year Public College	4 Year Private College	Private College	Nurses Training	Other Post Secondary	Military	Work	Other	Info. Not Available
Attleboro Voc. Tech.	153	7	11	15	5	0	0	15	90	10	0
C. H. Patten Voc. High (Beverly)	70	3	2	0	1	0	0	1	63	0	0
Boston Tech. High	262	8	40	12	73	0	20	14	85	5	5
Boston Trade High	81	0	8	3	6	0	4	12	25	1	22
Chicopee Comprehensive High School	390	71	48	8	44	6	12	27	158	16	0
Holyoke Trade High School	52	1	0	0	0	0	0	4	44	0	3
Leominster Trade High School	48	1	0	0	0	0	0	1	46	0	0
Voc. Tec. Institute (Lynn)	267	15	23	0	0	0	3	15	154	32	25
Medford Voc. Tech. High School	104	1	0	1	0	0	6	0	85	11	0
Peabody Voc. High	110	0	0	0	0	0	12	0	98	0	0
Taconic High (Pittsfield)	302	91	40	5	53	1	5	4	81	17	5
Pittsfield Vocational	124	15	1	5	1	0	0	4	98	0	0
Quincy Voc. Tech	193	15	8	4	2	1	8	5	117	2	31
Somerville Tech. Trade High	55	0	0	1	0	0	0	5	36	13	0
High School of Commerce (Springfield)	413	77	21	7	27	1	8	17	196	51	8
Technical High (Springfield)	334	64	21	0	36	2	4	57	136	12	2
Putnam Voc. Tech. (Springfield)	301	26	6	2	4	0	34	12	217	0	0
Waltham Voc. High	144	0	9	19	8	12	0	9	68	19	0
Westfield Voc. High	81	3	0	0	0	1	0	6	70	1	0
Weymouth Voc. Tech. High	135	2	1	8	2	0	5	11	93	6	7
Smith Voc. Agr. High (Northampton)	98	6	0	0	0	0	24	15	52	1	0
Worcester Trade Complex	381	32	14	11	4	0	10	24	245	25	16
Dighton Rehoboth Reg. Voc	25	0	0	0	0	0	0	1	23	0	1
Tantasqua Reg. Voc. (Sturbridge)	24	1	0	0	0	0	0	2	21	0	0
Assabet Valley Voc. High (Marlborough)	296	10	15	10	9	2	1	12	233	4	0

Table 6 (continued)

Followup Distribution of Selected Vocational-Technical School Graduates
Class of 1979
(continued)

Schools	Number of Graduates	4 Year Public College	2 Year Public College	2 Year Private College	4 Year Private College	Nurses Training	Other Post Secondary	Military	Work	Other	Info. Not Available
Blackstone Voc. Tech. (Upton).....	163	2	4	5	7	0	7	11	121	0	6
Blue Hills Reg. Voc. Tech. (Canton).....	209	9	8	3	9	2	31	8	123	6	10
Bristol-Plymouth Voc Tech.(Taunton).....	160	8	4	0	6	1	8	7	126	0	0
Cape Cod Reg. Voc. Tech. (Harwich)	179	14	1	5	6	0	3	4	132	0	14
Franklin County Tech.(Turner Falls)	180	14	0	1	0	0	1	6	131	27	0
Diman Reg. Voc. Tech. (Fall River).....	203	12	8	3	0	0	1	32	147	0	0
Gr. Lawrence Reg. Voc. Tech. (Andover	368	37	6	3	0	4	3	13	302	0	0
Gr. New Bedford Voc. Tech. (New Bedford).....	257	17	7	6	1	2	9	11	204	0	0
Gr. Lowell Reg. Voc. Tech. (Tyngsborough)....	588	35	4	6	2	8	4	27	480	22	0
Joseph P. Keefe Tech. (Framingham).....	210	3	3	16	6	3	1	5	167	1	5
Minuteman Voc. Tech. (Lexington).....	229	16	4	10	7	0	17	6	116	35	18
Montachusett Voc. Tech. (Fitchburg)	218	9	5	2	2	3	12	4	167	3	11
Charles H. McCann Tech. (North Adams).....	81	6	3	3	2	0	3	12	52	0	0
Nashoba Valley Tech. (Westford).....	147	5	2	0	0	0	0	11	126	3	0
Northeast Metro Reg. Voc. (Wakefield)	287	11	7	4	6	0	4	16	239	0	0
North Shore Reg. Voc. (Beverly).....	136	6	0	7	2	0	4	7	108	2	0
Old Colony Reg. Voc. (Rochester).....	98	4	2	2	3	0	1	2	84	0	0
Pathfinder Voc. Tech. (Palmer).....	71	8	0	0	0	0	1	6	56	0	0
Shawsheen Valley Voc. Tech. (Billerica).....	353	18	13	8	8	0	0	9	281	16	0
Southeastern Reg. Voc. Tech. (South Easton)..	245	10	4	2	1	4	9	9	206	0	0
South Shore Voc. Tech. (Hanover).....	66	2	2	1	3	0	0	4	54	0	0
Bay Path Voc. High (Worcester).....	204	4	2	2	0	0	0	14	160	22	0
Upper Cape Cod Voc. Tech. (Bourne).....	116	4	4	1	2	0	4	10	79	12	0
Whittier Reg. Voc. (Haverhill).....	312	16	2	1	5	0	2	8	266	12	0
Total.....	9,523	719	363	202	353	53	281	515	6,461	387	189
Percent Distribution	100.0	7.6	3.8	2.1	3.7	0.6	2.9	5.4	67.8	4.1	2.0

Source: Massachusetts Department of Education.

Table 7
Occupations Offered by General Category by
Vocational-Technical Schools in Massachusetts

1. Appliance Repair
2. Architectural Drafting
3. Art and Design
4. Auto Body
5. Agriculture
6. Air Conditioning
7. Auto Mechanics
8. Business
9. Cabinet Making
10. Carpentry
11. Commercial Art
12. Communications
13. Consumer Economics
14. Construction - General
15. Cosmetology
16. Culinary Arts
17. Data Processing
18. Diesel Mechanics & Heavy Equip.
19. Distributive Education (retail)
20. Drafting
21. Electrical
22. Electronics
23. Electro - Mechanical Technician
24. Engineering
25. Health Occupations
26. Home Economics
27. Hotel Restaurant Management
28. Machine Shop
29. Marine Mechanics
30. Maintenance
31. Masonary
32. Painting and Decorating
33. Pattern Making
34. Photography
35. Plastics
36. Plumbing
37. Power Mechanics
38. Printing - Graphic Arts
39. Radio and Television
40. Recreation
41. Sheet Metal
42. Small Engines Repair
43. Steam Engineering
44. Upholstery
45. Welding and Fabrication

Table 8

Vocational/Technical Occupations in Massachusetts

Occupational Description 1/	Annual Labor Demand 2/ 1976-1985 Job Openings: Average Annual	Due to Growth	Due to Separation	Suggested Education or Training 3/	Program of Study	Approximate Salary 4/	Employment Outlook 5/	Area Where 6/ Vocational Education is Desirable
Administrative Assistants - (Clerical Supervisor) Job duties include the coordination of office tasks and the supervision of clerical workers	380	130	250	Career or Technical School, Associate Degree, or Bachelor's Degree	Executive Secretarial or Administrative Assisting	$9,300 - 11,500/year	Moderate Demand	Boston SMSA
Advertising Assistants - (Advertising Agents) Assists in the planning and executing advertising programs to promote the sale or a company's products or services	160	60	100	Career of Technical School, Associate Degree, or Bachelor's Degree	Advertising or Public Relations	$6,900 - 8,500/year	Moderate Demand	
Air Conditioning, Heating, & Refrigeration Mechanics - Install, repair, and maintain industrial, commercial, and home refrigeration, cooling, and heating systems.	440	300	140	OJT, Apprenticeship Training, or Career or Technical School	Air Conditioning/Refrigeration/Heating	$8.50 - 11.50/hour	Great Demand	
Aircraft Mechanics - Service and repair aircrafts and engines to keep them in proper maintenance.	50	30	20	OJT, Associate Degree, or Career or Technical School (FAA Certification)	Aircraft Mechanic	$15,000 - 20,000/year	Stable Demand	Boston SMSA Springfield
Animal Technicians - (Health Technicians) Responsible for the care and treatment of animals.	190	60	130	Career or Technical School, Associate Degree or OJT	Animal Science	$7,300 - 10,200/year	Moderate Demand	
Autobody Repairers - Repair cars damaged by accidents or rust.	120	40	80	OJT, or Vocational Technical Diploma	Auto Body Repair	$6.00 - 8.25/hour	Moderate Demand	Boston SMSA Fitchburg
Auto Mechanics - Repair cars, small trucks, and buses to keep them in good running condition.	800	260	540	OJT, Vocational Technical Diploma or Career or Technical School	Auto Mechanics or Automotive Technology	$6.00 - 7.75/hour	Great Demand	Boston SMSA Fitchburg Lawrence-Hav. New Bedford
Bakers - Prepare bake foods according to recipes to produce bread, cakes and pastries.	170	-10	180	OJT, Vocational Technical Diploma or Career or Technical School	Baking	$9,000 - 13,500/year	Moderate Demand	Boston SMSA
Bank Tellers - Responsible for taking deposits, making withdrawals, and cashing checks.	460	90	370	OJT, High School Diploma, Career or Technical, or Associate Degree	Banking Accounting Technologies	$8,700 +/year	Great Demand	Boston SMSA Springfield New Bedford Fall River

Table 8 (continued)

Vocational/Technical Occupations in Massachusetts

Occupational Description 1/	Annual Labor Demand 2/ 1976-1985 Job Openings: Average Annual	Due to Growth	Due to Seperation	Suggested Education or Training 3/	Program of Study	Approximate Salary 4/	Employment Outlook 5/	Area Where 6/ Vocational Education is Desirable
Barbers - Cut and style hair. They may also give shampoos, dye and tint hair, and trim or shape moustaches and beards.	210	-10	220	Career or Technical School, or Apprenticeship Training (State License)	Barbering	$175 - 300 per week	Stable Demand	
Bartenders - Prepare all kinds of alcoholic and nonalcoholic drinks for customers in restaurants, lounges, and private function halls.	580	150	430	OJT, or Career and Technical School	Bartending	$3.50 +/hr. + tips	Stable Demand	Boston SMSA Fall River Pittsfield
Billing Clerks - Prepare invoices (bills) to be sent to customers for goods or services purchased.	470	240	230	High School Diploma, Associate Degree, or Career and Technical School	Accounting, Computing, or Accounting Clerk	$8,300 - 11,700/year	Great Demand	Boston SMSA Fitchburg Fall River
Bookbinders - Perform the duties of covering books, pamphlets, magazines, and other bound printed material.	60	0	60	OJT, Apprenticeship Training, or Career Technical School	Graphic Arts or Printing	$6.30 +/per hour	Stable Demand	
Bookkeepers - Record the financial transactions of a business.	2,950	490	2,460	Career or Technical School, Associate Degree, or Bachelor Degree	Accounting or Bookkeeping	$7,500 - 9,800/year	Great Demand	All Areas
Bricklayers (Brick and Stonemasons and Apprentices)- Uses masonry materials to build walls, fireplaces, chimneys, arches, piers, and other structures	140	60	80	OJT, Vocational Technical Diploma, or Apprenticeship Training	Masonry	$9.90 - per hour	Moderate Demand	Boston SMSA
Bus Drivers - Transport passengers over city and suburban streets to get them to their destination	340	-50	390	OJT, (Class 1 Driver's License)	Transportation	$4.50-5.00/hour	Moderate Demand	Boston SMSA
Cabinet Makers - Craftspeople who make and install wood furnishings such as cabinets, counters, closets, etc.	40	-20	60	Vocational Technical Diploma, Career or Technical School, or Apprenticeship Training	Cabinet Making	$5.00 - 10.50/hour	Stable Demand	Boston SMSA
Carpenters - (Carpenters & Apprentices) Use hand and power tools to build or repair wooden structures.	1,380	560	820	OJT, Career or Technical School or Apprenticeship Training	Carpentry	$5.50 - 8.47/hour	Great Demand	Boston SMSA New Bedford Fall River
Cashiers - Use cash registers to ring up customer's orders, take the payment and give the right amount of change. At the end of their shift, they are responsible for a tally of their sales and to fill out tally sheets.	2,490	1,050	1,440	High School Diploma or Vocational Tecnical Diploma	Cashiering	$3.25 - 5.40/hour	Great Demand	Boston SMSA Fall River Pittsfield Brockton

Table 8 (continued)
Vocational/Technical Occupations in Massachusetts

Occupational Description 1/	Annual Labor Demand 2/ 1976-1985 Job Openings: Average Annual	Due to Growth	Due to Separation	Suggested Education or Training 3/	Program of Study	Approximate Salary 4/	Employment Outlook 5/	Area Where 6/ Vocational Education is Desirable
Cement Masons-(Cement and Concrete Finishers) Use concrete and cement to build structures such as foundations, sidewalks, and bridge supports.	60	50	10	OJT and Apprenticeship Training	Masonry or Concrete Technology	$7.00 - 9.00/hour	Stable Demand	
Chemical Laboratory Technicians - (Chemical Technicians) Perform various tasks used in analyses or manufacture of chemical products	70	20	50	Associate or Bachelor's Degree	Chemistry	$4.35 - 7.55/hour	Stable Demand	Springfield
Child Care Workers - Supervise and tend preschool children, usually while the parents are working.	820	460	360	Associate or Bachelor's Degree	Pre-Elem. Education	$8,700/year	Great Demand	Boston SMSA
Clerk-Typists - Type letters, forms, and other matter used in the course of business.	1,890	460	1,430	High School Diploma or Career or Technical School	Clerical Typing	$160 - 170 per week	Great Demand	All Areas
Compositors and Typesetters - Determine type size, style, and compositional pattern of articles to be printed in newspapers, magazines, or other matter.	100	-100	200	OJT, Vocational Technical Diploma or Technical School	Graphic Arts or Printing	$4.00 - 8.50/hour	Stable Demand	Boston SMSA Fitchburg
Computer Operators - (Computer, Peripheral Equipment) Monitor and control computers to process business, scientific, engineering or other data according to operating instruction.	230	110	120	High School Diploma or Career/Technical School	Data Processing	$8,900 - 13,000/year	Moderate Demand	Boston SMSA Fitchburg New Bedford Pittsfield
Construction Workers - Perform various tasks under the supervision of contractors in the construction of buildings and highways.	610	320	290	OJT or Vocational Technical School	Construction Trade	$3.80 - 4.50/hour	Great Demand	Boston SMSA
Cooks - Prepare meals, usually in restaurants, hotels, and other institutions.	1,760	670	1,090	Associate Degree, or Vocational Technical School	Culinary Arts	$4.15 - 6.00/hour	Great Demand	Fall River Boston SMSA Fitchburg New Bedford Brockton
Cosmetologists - Style people's hair, may also give manicures, do facials, or change color of customer's hair.	520	-20	540	Vocational Technical School or Career/Technical School (State License)	Cosmetology	50% of the cost of hair style and tips	Moderate Demand	Boston SMSA
Data Processing Machine Repairers (Computer Service Technicians) Inspect, adjust, and clean computers and other electronic machines using special testing equipment and tools.	180	170	10	Career/Technical Schools or Associate Degree	Electronics and Machine Technology	$205 - 290/week	Moderate Demand	Boston SMSA

Table 8 (continued)
Vocational/Technical Occupations in Massachusetts

Occupational Description 1/	Annual Labor Demand 2/ 1976-1985 Job Openings: Average Annual	Due to Growth	Due to Separation	Suggested Education or Training 3/	Program of Study	Approximate Salary 4/	Employment Outlook 5/	Area Where 6/ Vocational Education is Desirable
Dental Assistants - Help Dentists during the examination and treatment of patients.	390	200	190	Associate Degree (Certification)	Dental Assisting	$9,100 - 10,000/year	Great Demand	Boston SMSA Fitchburg New Bedford
Dental Hygienists - Licensed to clean teeth and instruct patients in dental care.	280	180	100	Associate Degree (Certification)	Dental Hygiene Technology	$10,000 - 13,000/year	Great Demand	Boston SMSA Fitchburg New Bedford
Drafters - Convert the rough drawings of architects and engineers into finished plans so that craftspeople can use them to produce things such as engines, machinery, and buildings.	600	360	240	Vocational Technical Diploma Career/Technical School, or Associate Degree	Drafting, Architectural Technical, or Design Technology	$10,000 - 15,000/year	Great Demand	Boston SMSA Springfield Worcester Lawrence-Hav. Fitchburg New Bedford Fall River
Drill Press Operators - Run machines that bore holes into metal according to a set of plans and blueprints.	60	-10	70	OJT, or Vocational Technical Diploma	Machine Tools or Machine Shop	$8,800 - 15,000/year	Stable Demand	Springfield Worcester Lawrence-Hav.
Electricians - (Electricians and Apprentices) Lay out, assemble, install, and test electrical fixtures and wiring systems	640	300	340	Vocational Technical Diploma, Career/ Technical School or Apprenticeship Training (State License)	Electrical Wiring	$15,100 - 19,700/year	Great Demand	Boston SMSA Lawrence-Hav. New Bedford
Electronics Technicians - Apply electronic theory and principles of electric circuits, electrical testing procedures, and electrical subject matter.	680	570	110	Vocational Technical Diploma, Career/ Technical School or Associate Degree	Electronics or Electronic Technician	$9,300 - 16,000/year	Great Demand	Boston SMSA Springfield Worcester Fitchburg Lawrence-Hav. Pittsfield New Bedford Fall River
File Clerks - Care for all materials to be filed or already filed, such as printed documents, letters, reports and receipts	470	110	360	High School Diploma or Career/Technical School	Clerical or Business Courses	$6,400 - 8,700/year	Great Demand	Boston SMSA Fitchburg Fall River Pittsfield
Filer, Polisher, Sander, Buffer Work in factories and processing plants using power tools to smooth and finish metal parts.	180	20	160	OJT, or Vocational Technical Diploma	Machine Tools or Machine Shop	$113 - 128/week	Moderate Demand	Springfield Worcester Lawrence-Hav. Fall River

Table 8 (continued)
Vocational/Technical Occupations in Massachusetts

Occupational Description 1/	Annual Labor Demand 2/ 1976-1985 Job Openings: Average Annual	Due to Growth	Due to Separation	Suggested Education or Training 3/	Program of Study	Approximate Salary 4/	Employment Outlook 5/	Area Where 6/ Vocational Education is Desirable
Floor Layers - Workers who lay smooth, decorative floor such as tile, wood flooring or linoleum..	20	10	10	OJT, Vocational Technical Diploma or Apprenticeship Training	Carpet or Floor Laying	$5.40-9.00/hour	Stable Demand	
Food Workers - Sell prepared food to customers. They take orders, prepare drinks, set up silverware, and may also have to operate a cash register.	1,030	350	680	OJT or Vocational Technical School	Food Service	$3.70 +/hr.	Great Demand	Boston SMSA Fitchburg Fall River Pittsfield
Furniture and Wood Finishers - Repair and refinish antique, damaged, or worn furniture.	30	-10	40	OJT, Vocational Technical Diploma or Career/Technical School	Furniture Refinishing	$4.25 - 6.00/hour	Stable Demand	
Garage and Gas Station Attendants - They fill cars or trucks with gasoline, check oil and coolant levels, clean windshields, check tires and batteries, and may also do minor repair work.	200	30	170	OJT or Vocational Technical Diploma	Service Station Technology or Auto Mechanics	$2.90 - 4.00/hour	Moderate Demand	Boston SMSA
Glaziers - Install windows, glass panels or mirrors using a variety of hand or power tools.	60	30	30	OJT, Vocational Technical Diploma, or Apprenticeship Training	Glazing	$4.55 - 6.25/hour	Stable Demand	
Grinding Machine Operators - Work in factories and processing plants using power grinders to smooth and shape metal parts.	140	-10	150	OJT or Vocational Technical Diplomas	Machine Tools or Machine Shop	$5.00 - 7.00/hour	Moderate Demand	Springfield Worcester Lawrence-Hav. New Bedford Fall River
Guards - Protect property from damage or loss from fire, and theft, may also help to control and maintain large crowds.	1,480	240	1,240	OJT or Career/ Technical School	Security or Loss Prevention	$3.40 - 4.10/hour	Great Demand	Boston SMSA
Household Appliance Mechanics - Maintain and fix electrical or gas appliances such as refrigerators, clothes dryers, and washing machines.	130	40	90	OJT or Career/ Technical School	Appliance Repair	$4.00 - 7.00/hour	Moderate Demand	Boston SMSA Fitchburg
Keypunch, Data Entry Operators - Use a machine with a keyboard much like an electric typewriter, pressing proper keys in correct order to punch data into cards.	220	-40	260	Vocational Technical Diploma or Career/ Technical School	Key Punch Operator	$6,750 - 11,000/year	Moderate Demand	New Bedford

Table 8 (continued)
Vocational/Technical Occupations in Massachusetts

Occupational Description 1/	Annual Labor Demand 2/ 1976-1985 Job Openings: Average Annual	Due to Growth	Due to Separation	Suggested Education or Training 3/	Program of Study	Approximate Salary 4/	Employment Outlook 5/	Area Where 6/ Vocational Education is Desirable
Lathe and Milling Machine Operator - Work in machine shop or metalworking factories operating machines that turn, shape, and cut metal parts.	190	90	100	OJT or Vocational Technical Diploma	Lathe and Milling Machine	$12,000 - 20,000/year	Moderate Demand	Springfield Worcester Lawrence-Hav. Fall River
Lens Grinder and Polisher - Use various machines to make and polish eyeglasses or contact lenses.	200	120	80	OJT or Career/ Technical School	Optics Technology	$4.50 - 7.50/hour	Moderate Demand	Fitchburg
Machinists and Apprentices - Make and repair metal parts, tools and machines from written specifications.	760	190	570	Vocational Technical Diploma or Apprenticeship Training	Machine Shop	$10,000 - 15,000/year	Great Demand	Boston SMSA Springfield Worcester Fitchburg Lawrence-Hav. Fall River New Bedford
Nurses Aides and Orderlies - Provide basic patient care under direct supervision. May bathe, feed and transport patients and make beds.	1,930	730	1,200	OJT, Vocational Technical Diploma or Career/Technical School	Nursing Aid	$3.00 - 3.25/hour	Great Demand	Boston SMSA Fitchburg Lawrence-Hav. New Bedford Fall River Brockton
Office Machine Repairers - Are skilled workers who inspect, adjust and repair office machines such as typewriters and copiers	100	80	20	Vocational Technical Diploma or Career/ Technical School	Business Machine Repair	$211.00 - 310/week	Moderate Demand	Boston SMSA Springfield
Painters and Apprentices - (Construction Crafts Workers) Use paint and brushes to create advertising or commercial signs. Other workers may apply paints and protective coatings to all kinds of structures.	770	270	500	OJT, Career/Technical School, or Apprenticeship Training	Building Construction or Painting/ Decorating	$4.75 - 7.50/hour	Great Demand	Boston SMSA Fitchburg
Paperhangers - Prepare interior wall surfaces, cut wall paper according to patterns, and put the paper onto the walls of homes and businesses.	70	30	40	OJT or Vocational Technical Diploma	Building Construction or Painting/ Decorating	$6.00 - 9.50/hour	Stable Demand	
Payroll and Timekeeping Clerks - Calculate for specific pay periods how much money to pay each employee according to a pay schedule.	410	90	320	Associate Degree or Career/Technical School	Accounting or Bookkeeping	$8,100 - 11,700/year	Great Demand	Boston SMSA Springfield

Table 8 (continued)
Vocational/Technical Occupations in Massachusetts

Occupational Description 1/	Annual Labor Demand 2/ 1976-1985 Job Openings: Average Annual	Due to Growth	Due to Separation	Suggested Education or Training 3/	Program of Study	Approximate Salary 4/	Employment Outlook 5/	Area Where 6/ Vocational Education is Desirable
Photoengravers and Lithographers - Prepare metal plates for letterpress or gravure printing, using photographic and acid etching methods.	80	30	50	Career/Technical School or Associate Degree	Photographic Technology	$4.80 +/hour	Stable Demand	Boston SMSA Fitchburg
Photographic Process Workers - Work in commercial processing laboratories, mixing chemicals, unloading film cartridges, and running processors and photo enlargers.	250	140	110	Career/Technical School or Associate Degree	Photographic Technology	$3.50 - 5.10/hour	Moderate Demand	Boston SMSA New Bedford
Plumbers and Pipefitters - Install, repair, and maintain piping systems used to carry water, steam, and gases.	730	360	370	Vocational Technical Diploma or Apprenticeship Training	Plumbing	$4.75 - 8.20/hour	Great Demand	Boston SMSA Fitchburg New Bedford
Printing Press Operators - Work for newspaper, magazine, publishers, or printing companies operating one or more of the many types of printing presses.	180	20	160	OJT, Vocational Technical Diploma or Apprenticeship Training	Graphic Arts	$7.00 - 8.00/hour	Moderate Demand	Boston SMSA Fitchburg
Radio and Television Repairers - Work on radios, T.V.'s, C.B. sets, and stereos to keep them in running condition.	210	120	90	Vocational Technical Diploma or Career/ Technical School (State License)	Radio/T.V. Repair	$4.00 - 10.00/hour	Moderate Demand	
Radiologic Technologists and Technicians - Operate the X-Ray equipment used in hospitals and clinics.	210	110	100	Associate Degree or Bachelor's Degree	Radiologic Technology	$10,400 - 14,000/year	Moderate Demand	Boston SMSA Fitchburg New Bedford Fall River Pittsfield
Real Estate Agents & Brokers - People who represent home owners and landlords in the buying, selling and renting of buildings and land.	1,090	330	760	Associate Degree Bachelor's Degree, or Career/Technical School (State License)	Real Estate	Commission Average $10,300 - 20,000/year	Great Demand	Fitchburg
Roofer Slaters - Install or repair roofs of homes and other buildings. They may use slate tiles, shingles, asphalt or other materials.	140	90	50	OJT, or Apprenticeship Training	Building Construction	$5.00 - 7.05/hour	Moderate Demand	Boston SMSA
Sales Clerks - Help customers select merchandise, write up sales receipts and operate cash registers.	7,980	2,200	5,780	OJT, High School Diploma, or Vocational Technical	Distributive Education	$7,000 - 10,000/year	Great Demand	Boston SMSA Lawrence-Hav. Fall River Pittsfield

Table 8 (continued)

Vocational/Technical Occupations in Massachusetts

Occupational Description 1/	Annual Labor Demand 2/ 1976-1985 Job Openings			Suggested Education or Training 3/	Program of Study	Approximate Salary 4/	Employment Outlook 5/	Area Where 6/ Vocational Education is Desirable
	Average Annual	Due to Growth	Due to Separation					
Secretaries, General - Take dictation, type letters, file records, plan appointments, and perform other clerical tasks.	7,830	3,410	4,420	High School Diploma or Career/Technical School	Secretarial Technology	$7,900 - 13,300/year	Great Demand	All Areas
Secretaries, Legal - Perform clerical and secretarial work for attorneys or law firm.	460	230	230	Career/Tech. School or Associate Degree	Legal Secretarial	$9,500 - 15,700/year	Great Demand	Boston SMSA Lawrence-Hav.
Secretaries, Medical - Work for doctors or hospitals, scheduling appointments and preparing medical charts and reports.	740	450	290	Career/Technical School or Associate Degree	Medical Secretarial	$9,100 - 12,000/year	Great Demand	Boston SMSA Fitchburg Lawrence-Have. Pittsfield
Sheet Metal Workers - Work from blueprints and drawings to make and install articles of sheet metal.	160	60	100	OJT, Vocational Technical Diploma or Apprenticeship Training	Sheet Metal or Metalwork Technology	$4.40 - 5.50/hour	Moderate Demand	Boston SMSA Springfield Worcester Lawrence-Hav. New Bedford Fall River
Stationary Engineers - Operate and maintain equipment in industrial plants and other buildings that are essential to power generation.	150	-30	180	OJT, Career Technical School, or Apprenticeship Training	Steam Engineering	$6.50 +/hour	Moderate Demand	Springfield Fitchburg New Bedford
Stenographers - Take dictation or correspondence, reports, and other material, usually in shorthand. Transcribe dictated material into final form with a typewriter.	20	-60	80	Vocational Technical Diploma or Career/Technical School	Stenography	$150 - 185/week	Stable Demand	Boston SMSA Fall River
Tile Setters - Install ceramic tiles, stone and other material on walls, floors, and ceilings.	40	20	20	OJT, Vocational Technical School, or Apprenticeship Training	Floor Laying	$6.45/hour	Stable Demand	Boston SMSA
Tool & Die Makers - Workers who make the tools and dies used in shaping and forming metal products.	340	100	240	OJT, Voc. Tech School or Apprenticeship Training	Machine	$6.50 - 10.00/hour	Moderate Demand	Springfield Worcester Fitchburg Lawrence-Hav. Fall River
Typists - Do a variety of typing jobs and clerical tasks such as filing memos, answering phone calls, and operating calculating machines.	1,890	460	1,430	High School Diploma or Career/Technical	Typing	$7,970 - 11,400/year	Great Demand	All Areas

Table 8 (continued)
Vocational/Technical Occupations in Massachusetts

Occupational Description 1/	Annual Labor Demand 2/ 1976-1985 Job Openings: Average Annual	Due to Growth	Due to Separation	Suggested Education or Training 3/	Program of Study	Approximate Salary 4/	Employment Outlook 5/	Area Where 6/ Vocational Education is Desirable
Upholsterers - Prepare furniture frames with springs, webbing, and other foundation materials. They also finish the furniture with leather, plastic, or other covering material.	60	-10	70	OJT, or Vocational Technical School	Upholstery	$5.65 - 8.25/hour	Stable Demand	
Waiters and Waitresses - Serve food and beverages to customers.	2,170	760	1,410	OJT, or Vocational Technical School	Food Service	$3.15 +/hour + tips	Great Demand	Boston SMSA Pittsfield Brockton
Welders - Workers concerned with joining, surfacing, fabricating or repairing structures or parts of metal or other weldable material	440	190	250	OJT, or Vocational Technical School	Welding	$5.31 - 7.00/hour	Great Demand	Boston SMSA Springfield Worcester Fitchburg Lawrence-Hav. New Bedford Fall River

1/ The Boston Globe, "Career and Education Planning Guide", October 21, 1979.

2/ "Employment Requirements by Occupation, by Industry 1976-1985", Occupation/Industry Research Publication, Massachusetts Division of Employment Security, December 1979.

3/ Definitions:

On-the-Job Training (OJT) - Training offered by employer, usually under six months

High School Diploma - Graduate from Secondary School

Vocational Technical School - Secondary School with concentration in a comprehensive program

Career or Technical School - Post Secondary School with concentration in specific program of study, usually under two years

Associate Degree - Junior and Community Colleges with specific program of study, usually two years

Bachelor's Degree - Four Year College

Apprenticeship Training - Training established by employer with classroom study, usually four years

4/ Job Matching Service, Division of Employment Security

5/ Total Annual Job Openings = 0-149 - Stable Demand 150-399 Moderate Demand 400-+ Great Demand

6/ Vocational Education Planning and Workforce Information Report for Boston SMSA.. Similar Report for Brockton SMSA, Fall River LMA, Fitchburg-Leominster SMSA, Lawrence-Haverhill SMSA, New Bedford LMA, Pittsfield LMA, Springfield-Chicopee-Holyoke, LMA.

Table 9
Recession-Resistant
And
Recession-Resilient Industries
Pittsfield LMA
1974-1977

SIC Code*	Industry	Employment Ratios 1979 to 1974	Employment Ratios 1977 to 1974	Industry Designation
421	Trucking	0.97	1.16	Resilient
506	Wholesale Electrical Goods	0.96	1.61	Resilient
525	Hardware Stores	1.19	1.26	Resistant
531	Department Stores	1.08	1.15	Resistant
581	Eating and Drinking Establishments	1.03	1.31	Resistant
603	Savings Bank	1.06	1.22	Resistant
734	Maintenance Services	1.17	1.98	Growth
737	Computer Services	1.40	2.40	Growth
801	Physicians' Offices	1.01	1.26	Resistant
822	Colleges and Professional Schools	0.98	1.03	Resilient

* See Appendix for explanation of Standard Industrial Codes.

Table 10

Occupations Most Affected by Industrial Growth
Pittsfield LMA

SIC Code*	Recession Resistant/ Resilient Industry	Occupation
421	Trucking	Tractor Trailer Truck Drivers, Bookkeepers,Typists, Secretaries, Sales, Delivery and Route Drivers, Fork Lift Operators and Freight Handlers.
506	Electrical Goods	Sales Clerks, Clerical, Bookkeepers, Electronic Techincian.
525	Hardware Stores	Buyers, Managers, Sales Clerks, Clerical, Stock Clerks.
531	Department Stores	Store Manager, Buyer, Store Detectives, Stock Clerks, Cashier, General Clerk.
581	Eating & Drinking Establishments	Bartender, Bookkeeper, Cashier, Cook, Food Service Worker, Waiter/ Waitress.
603	Savings Banks	Accountants, Auditors, Secretaries, Typists, Bookkeeping, Bank Tellers, File Clerks, Statement Clerks, Mortgage Closing Clerks.
734	Maintenance Services	Janitors, Managers, Clerical.
737	Computer Services	Computer Operator, Computer Programmer, Computer Systems Analyst, Managers, Keypunch Operators.
801	Physicians' Offices	Medical Lab. Technicians, X-ray Tech.,LPN's, Secretaries, Typists, Bookkeepers, Insurance Clerks.
822	Colleges & Professional Schools	Teachers, Janitors, Food Service Workers, Administrators.

Explanation of Standard Industrial Codes

SIC 421 This group includes establishments furnishing local or long-distance trucking, or transfer services, or those engaged in the storage of farm products, furniture and other household goods, or commercial goods of any nature. The operation of terminal facilities for handling freight, with or without maintenance facilities, is also included.

SIC 506 This group includes establishments primarily engaged in the wholesale distribution of electrical generating, distributing, and wiring equipment. It also includes household appliances whether electrically, manually, or mechanically powered. This group does not include electrical commercial and industrial machines.

SIC 525 Establishments primarily engaged in the retail sale of a number of basic hardware lines, such as tools, builders' hardware, paint and glass, housewares and household appliances and cutlery.

SIC 531 Retail stores carrying a general line of apparel, such as suits, coats, dresses, furnishings, home furnishings, such as furniture, floor coverings, curtains, draperies, linens, major household appliances, and housewares such as tables and kitchen appliances, dishes, and utensils.

SIC 581 This group includes retail establishments selling prepared foods and drinks for consumption at the premises, and also lunch counters and refreshment stands selling prepared foods and drinks for immediate consumption.

SIC 603 This group includes institutions which are engaged in deposit banking or closely related functions, including fiduciary activities.

SIC 734 Establishments primarily engaged in furnishing, to dwellings and other buildings, cleaning and maintenance services not elsewhere classified.

SIC 737 Establishments primarily engaged in providing data processing services to others. Service may consist of complete processing and preparation of reports from data supplied by the customer or may be a specialized service such as key punching or making data processing equipment available to others on an hourly or time-sharing basis.

SIC 801 This group includes establishments primarily engaged in furnishing medical, surgical, and other health service to persons. Associations or groups engaged in providing medical or other health services to members.

SIC 822 This group includes establishments furnishing formal academic or technical courses.

Table 11

Energy and Nonenergy Intensive Industries

Industry	Occupations in the Industry For Which Vocational Education/Technical Training is Desirable
Nonenergy Intensive Industries	
Fabricated Metal Products	Drafter, Engineering Technician, Machinist, Machine Tool Operator, Electroplater, Tool & Die Maker, Punch-Press Operator, Drill-Press Operator, Lathe Operator, Grinding Machine Operator, Sheet Metal Worker, Welder, Filer/Grinder.
Nonelectrical Machinery	Drafter, Electronic Technician, Tool and Die Maker, Machine Tool Operator, Drill-Press Operator, Lathe Machine Operator, Maintenance Mechanic, Welder, Filer/Grinder/Buffer, Secretary.
Electrical & Electronic Machinery	Machine Tool Operator, Machinist, Tool and Die Maker, Electroplater, Tester, Welder, Electronic Wirer, Electronic Assembler, Secretary, Typist.
Instruments	Electrical/Electronic Technicians, Machinist, Machine Tool Operator, Machine Operator, Instrument Assembler, Accounting Clerk, Secretary, Typist.
Energy Intensive Industries	
Paper and Allied Products	Industrial Truck Operator, Machine Setter, Paper Machine Winder, Slitting Machine Operator, Press Operator, Secretary.
Chemical and Allied Products	Science Technicians, Maintenance Mechanics, Chemical Operator, Mixer/Blender, Grinder Operator, Accounting Clerk, Secretary, Typist.
Primary Metal Industries	Machine Tool Operator, Machinist, Filer/Grinder/Buffer/ Molder, Inspector.

IV. Recent Trends In Unemployment and Projections

The population for this Labor Market decreased from 135,821 based on the 1970 Census Population surveys, down to 130,406 based on the 1980 CPS. Projecting further to FY 1982, population for the LMA will be 131,861 which is a slight increase from 1980. What is interesting despite the losses in population over ten years from 1970 to 1980 is that the civilian labor force has increased from 61,680 in 1970 to 70,125 in 1980. Going one step up to FY 1982, the labor force figures edge up to 70,715. This denotes that the labor force participation rate has increased steadily from 58.8 percent up to 68.3 percent in 1980 and will grow still further again for FY 1982 up to 70.1 percent. The apparent gains in labor force participation rates is in White females and the "other" female group which includes Black females and other minority females. The White females participation rate increased from 43.2 percent in 1970 up to 58.7 percent in 1982, which is an increase of 8,130 persons from 23,631 in 1970 up to 31,761 in FY 1982. The "other" female group participation rate increased from 40.5 percent in 1970 up to 52.2 percent which is an increase of 271 persons from 279 in 1970 up to 550 in FY 1982. This means females overall increased by 8,401 persons from 1970 to FY 1982 to a total of 32,311 persons, which is 45.7 percent of the labor force. The 1970 female total of 23,910 persons made up 38.8 percent of the labor force. Females are increasing in each age category from age 16 up to 65 and over, both in numbers and percent (see Tables 12 and 13). The reason for entry into the labor force in many cases is the cost of inflation for basic necessities as well as those goods and services deemed desirable for a better quality of life or lifestyle. The woman is not just the second breadwinner but, in recent times, the prime wage earner and/or head of household. There is also a different lifestyle among females such as some of them going to work first before going into college, and there are others who work for a while before getting married, and in some families the teenage and young adult female in the family provide extra income or necessary wages and therefore enter the labor force at an early age.

Unemployment over the years, has gone from 5.0 percent in 1970, which was 2,766 unemployed, to 6.1 percent in 1980 which was 4,278 unemployed to a projected figure for FY 1982 of 6.8 percent or 4,808 unemployed. Employment has grown over this time span from 59,914 in 1970 up to 65,847 in 1980 and still further to 65,906 in FY 1982 (projected).

This larger labor force has both more employment and more unemployment. The employment growth over 10 years is a 5,933 increase and the unemployment has inched up by 1,512 persons in the same period. There appear to be enough new jobs for those entering the labor force and also enough retirements and turnovers to make job openings. Since workers enter the labor force as a prime wage earner, most jobs are a permanent type. There are also those workers entering the labor force as a second breadwinner or to supplement income which means some are full-time, permanent and some part-time jobs. The overall effect is a growth in employment mostly through permanent jobs.

Table 12
Population and Labor Force Composition Projections
Fiscal Year 1982
Pittsfield LMA

Category	Population	Labor Force	Employment	Unemployment	Unemployment Rate	Labor Force Participation Rate
TOTAL	131,760	70,715	65,907	4,808	6.8	68.3
White Male	61,830	37,799	35,664	2,135	5.6	79.5
0-15	14,305	-	-	-	-	-
16-19	5,238	3,373	3,075	298	8.8	64.4
20-24	5,204	4,706	4,443	263	5.6	90.4
25-34	9.605	9,412	8,881	531	5.6	98.0
35-44	6,953	6,814	6,481	333	4.9	98.0
45-64	13,489	11,956	11,536	420	3.5	88.6
65+	7,036	1,538	1,248	190	18.9	21.9
White Female	67,295	31,761	29,223	2,538	8.0	58.7
0-15	13,197	-	-	-	-	-
16-19	5,083	4,061	3,616	445	11.0	80.0
20-24	4,777	3,930	3,595	335	8.5	82.3
25-34	8,765	6,504	6,115	389	6.0	74.2
35-44	7,080	6,024	5,737	287	4.8	85.1
45-64	16,077	10,204	9,492	712	7.0	63.5
65+	12,316	1,038	668	370	3.6	8.4
Nonwhite Male	1,225	605	572	33	5.5	72.5
0-15	391	-	-	-	-	-
16-19	79	29	20	9	31.0	36.7
20-24	94	65	62	3	4.6	69.1
25-34	183	174	168	6	3.5	95.1
35-44	128	128	122	6	4.7	100.0
45-64	212	191	185	6	3.1	90.1
65+	138	18	15	3	16.6	13.0
Nonwhite Female	1,410	550	448	102	18.5	52.2
0-15	356	-	-	-	-	-
16-19	100	64	44	20	31.3	64.0
20-24	103	59	49	10	16.9	57.3
25-34	172	119	105	14	11.8	69.2
35-44	213	169	155	14	8.3	79.3
45-64	305	113	89	24	21.2	37.0
65+	161	26	6	20	76.9	16.1

Table 13

Labor Force Composition Projected Change

1970 - 1982
Pittsfield LMA

Race and Age	April 1, 1970	July 1, 1982	Change 1970 to 1982 Number	Percent
TOTAL	61,681	70,715	9,034	14.7
White Males	37,351	37,799	448	1.2
16-17	1,065	1,542	477	44.8
18-19	1,353	1,831	478	35.3
20-24	3,904	4,706	802	20.5
25-34	7,383	9,412	2,029	27.4
35-44	7,401	6,814	-587	-7.9
45-64	14,478	11,956	-2,522	-17.4
65+	1,767	1,538	-229	-13.0
White Females	23,631	31,761	8,130	34.4
16-17	863	2,055	1,192	138.1
18-19	1,172	2,006	834	71.2
20-24	3,032	3,930	898	29.6
25-34	3,183	6,504	3,321	104.3
35-44	4,588	6,024	2,436	24.8
45-64	9,811	10,204	387	3.9
65+	982	1,038	56	5.7
Nonwhite Males	420	605	185	44.1
16-17	5	6	1	20.0
18-19	14	23	9	64.3
20-24	65	65	0	0
25-34	89	174	85	95.5
35-44	83	128	45	54.2
45-64	158	191	43	27.2
65+	6	18	12	200.0
Nowhite Females	279	550	271	97.1
16-17	9	49	40	444.4
18-19	17	15	-2	-89.2
20-24	25	59	24	96.0
25-34	71	119	48	67.6
35-44	72	168	96	133.3
45-64	69	113	44	63.8
65+	16	26	10	62.5

Table 14

Comparison of Labor Force Data
On Annual Average Basis*

	Pittsfield LMA	Massachusetts	United States
1975			
Employment	61.1	2,410.0	84,783.0
Unemployment	7.2	302.0	7,830.0
Labor Force	68.3	2,712.0	92,613.0
Unemployment Rate	10.5	11.2	8.5
1976			
Employment	62.7	2,481.0	87,485.0
Unemployment	6.7	261.0	7,288.0
Labor Force	69.4	2,742.0	94,773.0
Unemployment Rate	9.6	9.5	7.7
1977			
Employment	65.7	2,547.0	90,546.0
Unemployment	6.2	225.0	6,855.0
Labor Force	71.9	2,772.0	97,401.0
Unemployment Rate	8.7	8.1	7.0
1978			
Employment	65.0	2,662.0	94,373.0
Unemployment	4.6	173.0	6,047.0
Labor Force	69.6	2,835.0	100,420.0
Unemployment Rate	6.6	6.1	6.0
1979			
Employment	72.6	2,731.0	96,945.0
Unemployment	4.4	160.0	5,963.0
Labor Force	77.0	2,891.0	102,908.0
Unemployment Rate	5.7	5.5	5.8
1980			
Employment	65.8	2,731.0	97,270.0
Unemployment	4.3	163.0	7,448.0
Labor Force	70.1	2,893.0	104,719.0
Unemployment Rate	6.1	5.6	7.1

* In thousands

Table 15

Pittsfield LMA Population
From 1970 to 1980
Cities and Towns

Municipality	Population 1980	Population 1970	Changes 1970 to 1980 Number	Changes 1970 to 1980 Percent
TOTALS	130466	135821	5355	- 4.1
Adams	10381	11772	-1391	- 2.9
Becket	1339	929	410	44.1
Chesire	3124	3006	118	3.9
Clarksburg	1871	1987	- 116	- 5.8
Dalton	6797	7505	- 708	- 9.4
Florida	730	672	58	8.6
Hancock	643	675	- 32	- 4.7
Hinsdale	1707	1588	119	7.5
Lanesborough	3131	2972	159	5.3
Lee	6247	6426	- 179	- 2.8
Lenox	6523	5804	719	12.4
New Ashford	159	183	- 24	- 13.1
North Adams	18063	19195	-1132	- 5.9
Otis	963	820	143	17.4
Peru	633	256	377	147.3
Pittsfield	51974	57020	-5046	- 8.8
Richmond	1659	1461	198	13.6
Savoy	644	322	322	100.0
Stockbridge	2328	2312	16	0.7
Tyringham	344	234	110	47.0
Washington	587	406	181	44.6
West Stockbridge	1280	1354	- 74	- 5.5
Williamstown	8741	8454	287	3.4
Windsor	598	468	130	27.8

Table 16

Annual Average Unemployment Rates
For
Selected Labor Market Areas
1978-1979-1980

Labor Market Area	Annual Average 1980 Rate	1980 Rank	1979 Rate	1979 Rank	1978 Rate	1978 Rank
Barnstable	8.4	1	7.6	2	8.7	2
Fall River	8.2	2	7.5	3 or 4	8.5	3
New Bedford	8.1	3	7.5	3 or 4	7.3	4
Plymouth	7.3	4	8.1	1	9.6	1
Brockton	6.8	5	6.2	5	6.5	6
Fitchburg-Leominster	6.1	6 or 7	5.7	6	5.7	7
Pittsfield	6.1	6 or 7	4.9	7	6.6	5
Marlborough	4.0	8	3.6	8	4.3	8

Table 17

Comparison Of Unemployment
For The State and Selected Labor Market Areas
Annual Averages
1979 and 1980

Labor Market Areas	1980	1979	Amount of Change	Percent Change
Massachusetts	163000	160000	3000	1.9
Barnstable	5600	5000	600	12.0
Brockton	5600	5000	600	12.0
Fall River	5500	5100	400	7.8
Fitchburg-Leominster	2900	2400	500	20.8
Marlboro	2400	2100	300	14.3
New Bedford	6600	6400	200	3.1
Pittsfield	4300	4400	-100	- 2.3
Plymouth	2700	2700	0	0.0

Characteristics Of Insured Unemployed

The March 1981 total number of claimants is 1,651 for the Pittsfield Labor Market Area. Most of these come from the cities of Pittsfield (657), North Adams (253) and the town of Adams (153) which is better than 64 percent of the total. A good 98 percent of the unemployed is White and the rest are a small percent of minority groups(see LMA Table 18).

The LMAs local office tables of Pittsfield and North Adams show appropriately that Pittsfield has 80 percent of the unemployed. In the Pittsfield Local Office Area, the city of Pittsfield has 58 percent. In the North Adams local office area, the city of North Adams has 48 percent and the town of Adams has 30 percent for a combined total of 78 percent of the unemployed. The breakdown in the local offices by Ethnic Group shows the same predominance of White at 90 percent or higher.

The Berkshire Consortium which is the combine of Pittsfield LMA and Great Barrington LMA has a total number unemployed of 1,837. Unemployment in the major cities of Pittsfield and North Adams of the Pittsfield LMA (1270) and the towns of Adams (153) and Great Barrington (109) amount to 83 percent plus of the Consortium's total of 1837. The Racial Characteristics are in the same proportion as the LMA.

Table 18

Characteristics of the Insured Unemployed
Berkshire Consortium (Pittsfield LMA and Great Barrington Local Office)
Pittsfield LMA (Pittsfield and North Adams Local Offices)

March 1981

Area	White	Nonwhite	Spanish Surname	Other	Not Coded	Total
Pittsfield Local Office*	1111	7	2	7	2	1129
Alford	1	0	0	0	0	1
Becket	17	0	0	0	0	17
Cheshire	44	0	0	0	0	44
Dalton	77	0	0	0	0	77
Egremont	17	0	0	0	0	17
Great Barrington	109	0	0	0	0	109
Hancock	1	0	0	0	0	1
Hinsdale	30	0	0	0	0	30
Lansboro	40	0	0	0	0	40
Lee	96	1	0	1	1	99
Lenox	70	0	1	1	0	72
Monterey	10	0	0	0	0	10
Mount Washington	2	0	0	0	0	2
New Marlborough	4	0	0	0	0	4
Otis	12	0	0	0	0	12
Peru	7	0	0	0	0	7
Pittsfield	645	6	1	4	1	657
Richmond	14	0	0	0	0	14
Sandisfield	10	0	0	0	0	10
Sheffield	31	2	0	0	0	33
Stockbridge	23	0	0	0	0	23
Tyringham	2	0	0	0	0	2
Washington	1	0	0	0	0	1
West Stockbridge	21	0	0	1	0	22
Windsor	14	0	0	0	0	14
North Adams Local Office	515	1	0	6	0	522
Adams	150	0	0	3	0	153
Clarksburg	22	0	0	1	0	23
Florida	13	0	0	0	0	13
Monroe	3	0	0	0	0	3
New Ashford	2	0	0	0	0	2
North Adams	251	0	0	2	0	253
Savoy	13	0	0	0	0	13
Williamstown	61	1	0	0	0	62

*. Includes Great Barrington Itinerant

Table 18

Characteristics of the Insured Unemployed
Berkshire Consortium (Pittsfield LMA and Great Barrington Local Office)
Pittsfield LMA (Pittsfield and North Adams Local Offices)
(continued)

March 1981

Area	White	Nonwhite	Spanish Surname	Other	Not Coded	Total
Great Barrington Local Office	184	2	0	0	0	186
Alford	1	0	0	0	0	1
Egremont	17	0	0	0	0	17
Great Barrington	109	0	0	0	0	109
Monterey	10	0	0	0	0	10
Mount Washington	2	0	0	0	0	2
New Marlborough	4	0	0	0	0	4
Sandisfield	10	0	0	0	0	10
Sheffield	31	2	0	0	0	33
Pittsfield Local Office*	1111	7	2	7	2	1129
North Adams Local Office	515	1	0	6	0	522
Great Barrington Local Office	184	2	0	0	0	186
Pittsfield LMA	1442	6	2	13	2	1465
Berkshire Consortium	1626	8	2	13	2	1651

* Includes Great Barrington Itinerant

Table 19
Pittsfield LMA
Civilian Labor Force, Total Employment, Total Unemployment and Unemployment Rates
For 1980

	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Percent Of Labor Force
January	68601	63872	4729	6.9
February	68196	63811	4385	6.4
March	69811	65762	4049	5.8
April	68287	64171	4116	6.0
May	68710	64458	4252	6.2
June	69482	64452	5030	7.2
July	73265	68770	4495	6.1
August	72888	68622	4266	5.9
September	69411	65346	4065	5.9
October	71271	67224	4047	5.7
November	70228	66795	3433	4.9
December	71358	66885	4473	6.3
Annual Average	70125	65847	4278	6.1

Table 20
Pittsfield LMA
Civilian Labor Force, Total Employment, Total Unemployment and Unemployment Rates
For 1979

	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Percent Of Labor Force
January	77741	71403	6338	8.2
February	78236	72733	5503	7.0
March	78564	72812	5752	7.3
April	76802	72238	4564	5.9
May	75396	71409	3987	5.3
June	77831	73906	3925	5.0
July	81896	78033	3863	4.7
August	80722	77212	3510	4.3
September	75904	71190	4714	6.2
October	73616	70712	2904	3.9
November	73793	70184	3609	4.9
December	74044	70410	3634	4.9
Annual Average	77046	72687	4359	5.7

Table 21
Annual Average Labor Force, Employment, Unemployment and Unemployment Rates For Cities and Towns Which Comprise The Pittsfield LMA in 1980

Municipality	Civilian Labor Force	Total Employment	Total Unemployment	Unemployed As a Percent of Labor Force
Adams	6662	6135	527	7.9
Becket	411	383	28	6.8
Cheshire	1615	1522	93	5.8
Clarksburg	1113	1050	63	5.7
Dalton	3632	3554	78	2.1
Florida	287	252	35	12.2
Hancock	363	356	07	1.9
Hinsdale	713	691	22	3.1
Lanesborough	1454	1392	62	4.3
Lee	3207	2994	208	6.5
Lenox	2903	2731	172	5.9
New Ashford	127	112	15	11.8
North Adams	10258	9312	946	9.2
Otis	309	294	15	4.9
Peru	162	154	08	4.9
Pittsfield	29328	27618	1710	5.8
Richmond	706	698	08	1.1
Savoy	197	179	18	9.1
Stockbridge	1207	1159	48	4.0
Tyringham	125	103	22	17.6
Washington	155	155	00	0.0
West Stockbridge	716	674	42	5.9
Williamstown	4250	4117	133	3.1
Windsor	223	206	17	7.6
Pittsfield LMA Totals	70125	65847	4278	6.1
The Great Barrington LMA in 1980				
Alford	292	251	41	14.0
Egremont	788	758	30	3.8
Great Barrington	5078	4892	186	3.7
Monterey	401	390	11	2.7
Mount Washington	58	58	00	0.0
New Marlborough	727	667	60	8.3
Sandisfield	364	343	21	5.8
Sheffield	1670	1558	112	6.7
Gr. Barrington Totals	9379	8918	461	4.9
The Pittsfield CETA-Prime Sponsor				
Berkshire County (Pittsfield) Consortium	79504	74765	4739	6.0

Table 22
Total Wage and Salary Employment
Pittsfield Job Matching Service and Pittsfield Consortium - Muncipalities in Consortium
Calendar Year 1979

CETA Totals	Totals	Agriculture	Mining	Construction	Manufacturing	Trans. Comm. Utilities	Wholesale & Retail Trade	Finance Insurance Real Estate	Services
Cities and Towns	50504	234	87	1592	19038	1865	13393	2450	11845
Adams	2646	6	0	65	1719	65	423	89	273
Alford	2	0	0	0	0	0	0	0	0
Becket	73	4	0	7	12	0	0	5	45
Chesire	167	2	1	25	3	13	92	0	31
Clarksburg	91	0	0	34	37	2	14	0	4
Dalton	2017	0	0	84	928	19	709	13	264
Egremont	167	13	0	8	0	0	49	0	97
Florida	1	0	0	1	0	0	0	0	0
Great Barrington	3356	44	0	190	452	154	1007	132	1377
Hancock	48	0	0	15	0	25	4	0	4
Hinsdale	129	0	0	28	2	0	7	0	92
Lanesborough	208	1	0	79	27	5	83	0	13
Lee	2409	52	71	77	1292	3	548	67	299
Lenox	3445	14	0	63	145	68	2274	75	806
Monterey	18	0	0	12	1	0	0	0	5
Mount Washington	15	0	0	0	0	0	0	0	15
New Ashford	132	0	0	0	0	0	0	0	125
New Marlborough	187	0	0	4	9	18	15	0	141
North Adams	6473	9	0	85	3119	257	1600	172	1231
Otis	90	0	0	18	11	0	27	2	32
Peru	19	0	0	0	0	0	0	0	19
Pittsfield	24471	39	2	615	10436	1128	5464	1800	4987
Richmond	39	0	0	6	22	9	0	0	2
Sandisfield	51	0	0	3	7	0	7	0	34
Savoy	17	0	0	0	0	0	15	0	1
Sheffield	552	3	0	51	199	42	119	5	133
Stockbridge	587	3	8	25	4	1	152	14	380
Tyringham	12	0	0	4	0	8	0	0	0
Washington	57	1	0	0	9	1	5	0	41
West Stockbridge	281	4	0	27	34	19	101	4	92
Williamstown	2746	39	5	62	570	27	671	70	1302
Windsor	4	0	0	4	0	0	0	0	0
LMA Wages	$12042	INA	Included in Service	$14020	$16449	$14791	$7467	$11284	$9090

V. Labor Supply-Demand Imbalances

A look at the Table 29 of March, 1981 for the Pittsfield LMA reveals a large number of applicants (7889) for the Fiscal Year. Active applicants totaled 3939, looking to fill 310 unfilled openings which a 12.7:1 ratio. The largest number of active applicants is 932 in the service occupations, representing 24 percent of the total, followed closely by 739 in the clerical and sales occupations, representing 19 percent, which combined is 1671 applicants or 42 percent of the total. Of the unfilled openings in all of these groups (42 in clerical and sales and 44 in service, each of which is 14 percent of total openings), clerical and service combined jobs is 28 percent of the 310 unfilled openings.

The highest of these occupational groups is Benchwork with 207 active applicants to 50 unfilled openings for a 4.1:1 ratio. The next high ratio group is service occupations with 932 active applicants to 44 unfilled openings for a 21:1 ratio.

The professional, technical and managerial category has 441 active applicants for 23 unfilled openings. Those listed in this special table are mostly teachers and managers and licensed practical nurses, showing no unfilled openings for the 6 occupations with 10/0 ratio and upwards.

Clerical and sales occupations have 739 active applicants for 42 unfilled openings. The 11 occupations listed show mostly with one to three unfilled openings and a couple have nine. Ratios range from 10/0 up to 69/0. The composite group are mostly office help and sales persons.

Service occupations have several persons employed in domestic lodging and restaurant situations but the overwhelming number are nurse aides which has 94 applicants with only 2 unfilled openings for a 47:1 ratio. Service occupations, as previously mentioned, had the largest number of active applicants,932. There are 44 unfilled openings for an overall 21:1 ratio. This is based on March 1981 data but when the tourist season arrives, this group should find work readily.

Agricultural, fishery, forestry and related occupations have a better position than others with 151 active applicants for 91 unfilled openings. Seasonal change should bring an adjustment to this group.

Processing occupations have the lowest number of active applicants with 17, and the lowest number of unfilled openings of one. Jobs turnover quickly and pay is better than in other categories.

Machine trades occupations have a total active applicant number of 327 with 18 unfilled openings. The largest occupations group here is automobile mechanics with 44, which usually changes with economic circumstances and automotive conditions.

As previously mentioned benchwork occupations have the highest ratio of all occupational groups. Within this group sewing machine operators have the largest number of applicants (30) with no job openings.

Structural work occupations have 463 active applicants looking at 29 unfilled job openings. Since this is a March ESARS Table, construction worker classification numbers are high with 66 active applicants with no unfilled openings. Again, seasonal factors will throw a different light on these statistics and bring more employment opportunities. Another group in this occupational category, building maintenance repairers, has 49 active applicants for 2 unfilled openings for a 25:1 ratio.

Miscellaneous occupations have a good overall ratio of 8:1 which is 466 active applicants for 57 openings. Within this occupational group drivers (of all kinds) are in surplus. Hand packager has also plenty of active applicants seeking work.

Table 25 gives a comparison of March 1981 to March 1980 of Selective Applicant Characteristics within the Pittsfield LMA (local offices and WIN). Over the year the active file showed an increase from 3986 in March 1980 up to 4322 in March 1981. Female disadvantaged and youth show yearly increases in the Pittsfield LMA. There is some double counting in these statistics, such as Black Female, handicapped and under 22 who meet a disadvantaged criterion would be listed five times. Females, particularly young adult jobseekers, have been on the increase. Youth of both sexes have also increased their search for local employment. With the Pittsfield LMA economy showing a slowdown in 1980 and leveling in 1981, more appliants were expected. A look at Table 25, shows Pittsfield WIN with most of this added increase and most categories increased. While the Pittsfield local office showed a slight diminution in most categories, females adjusted slightly upwards and youth (under 22) showed the most increase. The North Adams local office has slight gains in most categories and particularly in the disadvantaged, which considering the North Adams economy is not surprising.

Table 23
Characteristics of Applicants Registered
At Job Matching Service Center
Pittsfield Labor Market Area
March 1981

Occupational Code, Category, and Occupational Title	Total Applicants Fiscal Year	Total Active Applicants	Unfilled Job Openings	Ratio Active Applicants to Unfilled Job Openings
0-1 **Professional, Managerial and Technical**	1006	441	23	19:1
Licensed Practical Nurse	24	14	00	14/0
Secondary School Teacher	28	16	00	16/0
Elementary School Teacher	26	11	00	11/0
Administrative Assistant	51	18	00	18/0
Retail Store Manager	44	21	00	21/0
Food Service Manager	14	10	00	10/0
2 Clerical & Sales	1600	739	42	18:1
Secretary	127	46	02	22:1
Clerk-Typist	105	53	03	18:1
General Clerk	189	69	00	69/1
Bookkeeper	69	33	01	33:1
Cashier	44	22	00	22/0
Administrative Clerk	155	65	01	65:1
Stock Clerk	23	10	00	10/0
Receptionist	41	17	01	17:1
Teacher's Aide	24	15	01	15:1
Gen. Merchandise Sales Per.	42	15	01	15:1
Food Sales Clerk	27	10	00	10/0
3 Services	1736	932	44	21:1
General House Worker	26	16	00	16/0
Bartender	47	27	01	27:1
Chef	21	14	00	14/6
Cook	71	33	02	17:1
Short Order Cook	33	17	00	17/0
Kitchen Helper	142	67	04	17:1
Housekeeping Cleaner	34	21	00	21/0
Nurse Aide	148	94	02	47:1
Children's Inst. Attendant	20	11	01	11:1
Janitor	108	55	00	55/0
4 Agricultural, Forestry & Related Occupations	254	151	91	2:1
5 Processing	148	17	01	77:1
6. Machine Trades Occupations	663	327	18	18:1
Instrument Maker	46	18	00	18/0
Automobile Mechanic	91	44	03	15:1
7. Benchwork Occupations	407	207	05	41:1
Sewing Machine Operator	69	30	00	30/0
8 Structural Work Occup.	936	463	29	16:1
Automobile Body Repairer	28	12	00	12/0
Operating Engineer	18	12	00	12/0
Construction Worker	145	66	00	66/0
Building Maintenance Rep.	107	49	02	25:1
9. Miscellaneous Occupations	923	466	57	8:1
Tractor Trailer Truck Driv.	27	15	00	15/0
Heavy Truck Driver	85	46	01	46:1
Bus Driver	21	12	00	12/0
Hand Packager	36	21	01	21:1
Light Truck Driver	60	32	01	32:1

Source: ESARS Table 96

Table 24

Characteristics of Applicants Registered
At Job Matching Service Centers
Pittsfield Labor Market Area
March 1980

Occupational Code, Category and Occupational Title	Total Applicants Fiscal Year	Total Active Applicants	Total Unfilled Openings	Ratio Of Active Applicants to Unfilled Job Openings
0-1 Professional, Technical and Managerial Occup.	884	455	43	11:1
Guidance Counselor	37	24	0	24/1
2 Clerical & Sales Occup.	1595	779	46	17:1
General Clerk	211	93	1	93:1
3 Services	1665	792	43	18:1
Child Monitor	124	54	0	54/0
4 Agricultural, Fishery, Forestry & Rel. Occup.	213	108	0	108/0
Forest Fire Fighter	28	20	0	20/0
5 Processing Occupations	116	59	4	15:1
6 Machine Trade Occupations	439	254	11	23:1
Automobile Mechanic	64	44	0	44/0
7 Bench Work Occupations	417	229	5	46:1
Sewing Machine Oper.	102	51	2	26:1
8 Structural Work Occup.	848	454	7	65:1
Construction Worker	157	75	0	75/0
9 Miscellaneous Occupations	918	423	61	7:1
Heavy Truck Driver	71	34	0	34/0
TOTAL	7437	3792	220	17:1

Table 25
Characteristics of Applicants Registered
At Job Matching Service Centers
March 1981

Local Office	Total Active Applicants	Female	Disadvantaged	Veteran	Nonwhite Minority	Under 22	Over 45	Handi-capped
Pittsfield Labor Market Area	4322	2026	2284	541	140	1103	530	198
Pittsfield Local Office	1946	744	540	302	71	606	238	86
North Adams Local Office	972	398	336	98	17	371	125	61
Pittsfield WIN	1506	934	1503	160	52	214	181	56
		March 1980						
Pittsfield Labor Market Area	3986	1908	2138	623	157	805	568	249
Pittsfield Local Office	1988	723	645	421	83	559	265	150
North Adams Local Office	788	395	286	90	14	340	146	50
Pittsfield WIN	1322	849	1319	132	63	127	170	59

Source: ESARS Table 06 - March 1981

ESARS Table 06 - March 1980

Table 26

Occupational Comparison of Pittsfield LMA to Massachusetts
March 1981

Occupational Code	Active File			Nonagricultural Unfilled Openings		
	Pittsfield LMA	State	LMA/State Percent	Pittsfield LMA	State	LMA/State Percent
Total - All Groups	3939	122373	3.2	310	20580	1.5
Professional, Technical and Managerial	441	15616	2.8	23	2470	0.1
Clerical	573	21180	2.7	19	3182	0.1
Sales	166	5072	3.3	23	1004	2.3
Domestic	134	2306	5.8	0	355	0.0
Other Services	798	18612	4.3	44	3779	1.1
Farming, Fishery and Forestry	151	2118	7.1	91	1434	6.3
Processing Occupations	71	2549	2.8	1	222	0.1
Machine Trades	327	8020	4.1	18	773	2.3
Bench Work	207	8285	2.5	5	905	0.1
Structural Work	463	10719	4.3	29	923	3.1
Motor Freight Transp.	150	4496	3.3	5	1128	0.1
Packaging Material Handling	284	11157	2.5	51	1115	4.6
All Others	174	12243	1.4	1	3290	0.0

Source: ESARS Table 96

High Net Demand Occupations

Special tables have been prepared which list the High Net Demand occupations which show unfilled openings greater than total active applicants. This list is comparatively small in comparison to the applicant surplus list. This list is based on ESARS Table 96 as of March 1981. These are in numerical order: nursery school attendant, factory maintenance helper, extruding machine operator, general duty nurse, automobile service station manager, insurance sales agent, and general manager. The total unfilled openings are 41 for these listed occupations against 16 applicants. Some of the occupations have no applicants. Other occupations could have disincentives such as specialized skill requirements, commuting or perhaps wage problems.

Applicant Surplus Occupations

The occupations with the largest applicant surplus (numerically) are the following categories: Nurse Aide, General Clerk, Kitchen Helper, Construction Worker, Administrative Clerk and Janitor and most of these have ratios greater than 10:1. The occupations with the largest ratios of active applicants to unfilled openings are very similar: clerks (both general and administrative), construction worker, janitor, nurse aide, truck driver, (both heavy and light), sewing machine operator, and bartender.

ESARS Table 96 gives further information about applicants and occupations.

Table 27

Pittsfield LMA - High Net Demand Occupations
March 1981

Selective List Of Occupations	Total Active Applicants	Unfilled and Hard- to-fill Openings
General Duty Nurse	0	3
Automobile Service Station Manager	0	2
Insurance Sales Agent	1	2
Nursery School Attendant	10	16
General Laborer	0	1
Extruding Machine Operator	1	5
Factory Maintenance Repairer - Helper	4	12
Selective List Totals	16	41
Overall Totals	3939	310

Table 28

Pittsfield LMA - High Net Demand Occupations
March 1980

Selective List Of Occupations	Total Active Applicants	Unfilled and Hard-to-fill Openings
Electric/Electronics Engineers Occups.	9	11
Electrical Engineer	1	5
Chemical Engineering Occupations	1	2
Industrial Engineering Occupations	4	5
Engineering & Scientific Programmers	0	1
Occupations in Religion and Phil. n.e.c.	0	1
Manufacturing Officers, Industrial Manager and Officers	3	4
Sales Occups, Real Estate and Insurance	7	8
Insurance Sales Agent	2	8
Real Estate Sales Agent	2	8
Attendants at Recreational Establishments and Related Places	1	10
Guides	0	2
Felting and Fulling Occups.	2	3
Occups. in Processing Leather, Textiles, and Related Products n.e.c.	2	3
Marine Mechanic and Repairers	0	1
Bus. & Comm. Machine Repairers	0	1
Office Machine Repairers	0	1
Weavers & Related Occupations	0	1
Selective List Totals	34	77
Overall Totals	3792	220

Source: ESARS Table 96

Table 29

TABLE 96 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 96

APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

ITEM NO	OCCUPATIONAL CODE	TOTAL REGISTERED APPS ACTIVE ANYTIME THIS FY	ACTIVE FILE: TOTAL	FEMALE	VETERAN	AGE GROUPS: UNDER 22	45 AND OLDER	MINORITY	ECONOMICALLY DISADVANTAGED	NONAGRICULTURAL OPENINGS: TOTAL RECEIVED	OPENING REC'D FEDERAL CONTRACTOR JOB LISTING	OPENING FILLED	UNFILLED OPEN: TOTAL	30 DAYS OR MORE
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
96	TOTAL	7889	3939	1866	535	936	493	115	2122	1007	367	642	310	225
96	0-1	1006	441	192	78	29	58	11	146	77	28	29	23	11
96	000-169	688	311	141	51	19	36	7	100	51	20	20	16	9
96	180-199	318	130	51	27	10	22	4	46	26	8	9	7	2
96	2	1600	739	591	52	159	105	16	363	216	47	149	42	25
96	200-249	1245	573	494	31	121	75	15	293	140	40	86	19	5
96	250-299	355	166	97	21	38	30	1	70	76	7	63	23	20
96	3	1736	932	628	63	287	128	27	618	200	29	134	44	32
96	300-309	254	134	126	1	72	18	2	80	9	0	9	0	0
96	310-319	748	397	256	22	127	46	8	251	95	10	61	23	14
96	320-389	734	401	246	40	88	64	17	287	96	19	64	21	18
96	4	254	151	30	8	100	1	7	60	108	70	16	91	69
96	400-429	207	136	27	7	90	1	6	56	79	57	1	90	68
96	450-461	47	15	3	1	10	0	1	4	29	13	15	1	1
96	5	148	71	12	15	16	7	0	33	12	2	9	1	1
96	6	663	327	70	78	57	38	8	152	113	62	70	18	8
96	7	407	207	155	13	23	43	5	138	115	84	111	5	3
96	8	936	463	26	119	99	47	17	234	59	8	31	29	22
96	800-859	290	143	8	47	34	17	5	63	26	7	15	7	2
96	860-899	646	320	18	72	65	30	12	171	33	1	16	22	20
96	9	923	466	68	95	162	38	17	241	103	37	93	57	54
96	900-919	282	150	15	57	21	19	3	82	36	2	24	5	2
96	920-929	572	284	46	32	133	17	13	147	58	32	54	51	51
96	930-979	69	32	7	6	8	2	1	12	9	3	15	1	1

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Table 29 (continued)

TABLE 96 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 96

APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

ITEM NO	OCCUPATIONAL CODE	TOTAL REGISTERED APPS ACTIVE ANYTIME THIS FY	ACTIVE FILE: TOTAL	FEMALE	VETERAN	AGE GROUPS: UNDER 22	45 AND OLDER	MINORITY	ECONOMICALLY DISADVANTAGED	NONAGRICULTURAL OPENINGS: TOTAL RECEIVED	OPENING REC'D FEDERAL CONTRACTOR JOB LISTING	OPENING FILLED	UNFILLED OPEN: TOTAL	30 DAYS OR MORE
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
96	001261-010	3	1	1	0	0	0	0	0	0	0	0	0	0
96	003061-010	2	1	0	0	0	0	0	0	0	0	0	0	0
96	003161-014	6	1	0	0	0	0	0	0	0	0	0	0	0
96	003281-010	5	4	1	0	0	0	0	0	0	0	0	0	0
96	003281-014	0	0	0	0	0	0	0	0	1	1	1	0	0
96	005061-014	3	0	0	0	0	0	0	0	0	0	0	0	0
96	005281-014	0	0	0	0	0	0	0	0	1	0	1	0	0
96	007061-014	3	1	0	0	0	1	0	0	0	0	0	0	0
96	008061-018	1	0	0	0	0	0	0	0	2	2	0	0	0
96	012167-066	5	2	0	2	0	1	0	1	2	2	0	1	1
96	012267-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	018167-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	020162-014	6	0	0	0	0	0	0	0	0	0	0	0	0
96	022061-010	6	2	1	0	0	0	0	1	0	0	0	0	0
96	029261-010	7	2	0	1	0	1	0	1	0	0	0	0	0
96	040061-034	4	2	0	1	0	0	0	0	0	0	0	0	0
96	041061-030	4	0	0	0	0	0	0	0	0	0	0	0	0
96	045107-010	36	13	5	2	0	0	1	5	6	3	1	4	1
96	054067-014	2	1	0	0	0	0	0	1	0	0	0	0	0
96	070101-022	0	0	0	0	0	0	0	0	1	0	0	0	0
96	074161-010	4	1	0	0	0	0	0	1	1	0	1	0	0
96	075374-010	3	0	0	0	0	0	0	0	3	0	0	3	3
96	076121-010	2	1	0	1	0	0	0	1	0	0	0	0	0
96	076121-014	2	1	0	1	0	1	0	0	0	0	0	0	0
96	078361-014	2	1	1	0	0	0	0	0	0	0	0	0	0
96	078381-014	2	2	2	0	0	0	0	0	0	0	0	0	0
96	079361-010	2	1	0	0	1	0	0	1	0	0	0	0	0
96	079367-010	10	4	4	0	2	0	0	2	0	0	0	0	0
96	079371-010	9	6	6	0	1	0	0	2	1	0	1	0	0
96	079374-014	24	14	13	0	0	2	1	10	0	0	0	0	0
96	079374-022	2	1	1	0	1	0	0	1	0	0	0	0	0
96	090227-010	7	4	2	1	0	0	0	2	0	0	0	0	0
96	091227-010	28	16	5	1	0	7	1	8	0	0	0	0	0
96	092227-010	26	11	9	1	0	1	0	4	0	0	0	0	0
96	100127-014	3	2	1	0	0	1	0	0	0	0	0	0	0
96	110107-010	2	0	0	0	0	0	0	0	0	0	0	0	0
96	131267-026	3	2	1	0	0	0	0	0	0	0	0	0	0
96	142061-018	1	1	1	0	0	0	0	0	0	0	0	0	0
96	159124-010	12	4	4	0	2	0	0	3	0	0	0	1	1
96	160162-014	3	3	0	1	1	0	0	2	0	0	0	0	0
96	160167-010	23	6	1	3	0	2	0	1	6	1	3	1	0
96	160267-018	3	2	0	0	0	0	0	0	1	1	0	0	0

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Table 29 (continued)

Table 29 (continued)

TABLE 96 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 96

APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

ITEM NO	OCCUPATIONAL CODE	TOTAL REGISTERED APPS ACTIVE ANYTIME THIS FY	ACTIVE FILE: TOTAL	FEMALE	VETERAN	AGE GROUPS: UNDER 22	45 AND OLDER	MINORITY	ECONOMICALLY DISADVANTAGED	NONAGRICULTURAL OPENINGS: TOTAL RECEIVED	OPENING REC'D FEDERAL CONTRACTOR JOB LISTING	OPENING FILLED	UNFILLED OPEN: TOTAL	30 DAYS OR MORE
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
96	162157-038	5	2	0	1	0	1	0	0	0	0	0	0	0
96	163167-014	1	0	0	0	0	0	0	0	0	0	0	0	0
96	163167-018	10	5	0	1	0	1	0	2	0	0	0	0	0
96	165067-010	9	1	1	0	0	0	0	1	0	0	0	0	0
96	169167-010	51	18	11	1	0	0	0	2	2	0	2	0	0
96	169167-034	9	4	2	1	0	1	0	0	0	0	0	0	0
96	169167-058	2	0	0	0	0	0	0	0	0	0	0	0	0
96	185167-014	1	0	0	0	0	0	0	0	2	0	0	2	0
96	185167-046	44	21	8	2	3	2	0	8	6	0	1	0	0
96	187167-106	14	10	3	3	0	3	0	4	0	0	0	0	0
96	187167-186	0	0	0	0	0	0	0	0	1	1	0	0	0
96	189117-022	3	1	0	1	0	0	0	0	1	0	1	0	0
96	189167-034	11	5	0	3	0	0	0	1	0	0	0	0	0
96	193162-018	1	0	0	0	0	0	0	0	0	0	0	0	0
96	195107-010	17	8	6	0	0	1	0	5	1	1	0	1	1
96	195107-022	23	6	6	0	1	1	0	0	1	1	0	0	0
96	199361-010	3	0	0	0	0	0	0	0	0	0	0	0	0
96	201362-010	7	2	2	0	1	0	0	0	0	0	0	0	0
96	201362-014	6	2	2	0	1	0	0	2	0	0	0	0	0
96	201362-030	127	46	45	0	8	5	0	23	16	1	7	2	1
96	202362-014	0	0	0	0	0	0	0	0	1	1	0	1	0
96	203362-010	105	53	52	1	14	5	1	25	20	6	12	3	1
96	203582-030	21	8	7	1	2	0	0	4	1	1	1	0	0
96	203582-066	1	0	0	0	0	0	0	0	4	0	3	0	0
96	205362-018	2	2	2	0	0	1	0	1	1	0	1	0	0
96	205367-054	4	2	1	0	0	1	1	0	0	0	0	1	1
96	206362-010	4	2	2	0	0	1	0	1	0	0	0	0	0
96	209387-030	1	1	1	0	0	1	0	0	0	0	0	0	0
96	209562-010	189	69	64	1	23	6	0	24	10	4	8	0	0
96	209587-026	6	2	1	0	1	0	0	1	0	0	0	0	0
96	209687-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	209687-014	1	0	0	0	0	0	0	0	0	0	0	0	0
96	210382-010	3	2	1	0	1	0	0	1	0	0	0	0	0
96	210382-014	69	33	29	1	1	6	0	19	7	0	4	1	0
96	210382-018	10	7	6	0	0	2	0	4	2	0	1	0	0
96	211362-010	44	22	22	0	10	1	1	17	3	0	3	0	0
96	211362-018	20	11	11	0	1	1	1	5	7	4	0	4	0
96	211462-010	18	7	7	0	4	0	0	4	1	0	0	0	0
96	213362-010	17	6	3	3	0	1	0	3	0	0	0	0	0
96	214362-022	2	1	1	0	0	0	0	1	0	0	0	0	0
96	214382-014	2	1	1	0	0	0	0	0	0	0	0	0	0
96	215482-010	4	3	3	0	0	0	0	1	2	1	1	0	0
SMSA 6320			MONTHLY	YEAR TO DATE										

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Table 29 (continued)

TABLE 96 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 96

APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

ITEM NO	OCCUPATIONAL CODE	TOTAL REGISTERED APPS ACTIVE ANYTIME THIS FY	ACTIVE FILE: TOTAL	FEMALE	VETERAN	AGE GROUPS: UNDER 22	45 AND OLDER	MINORITY	ECONOMICALLY DISADVANTAGED	NONAGRICULTURAL OPENINGS: TOTAL RECEIVED	OPENING REC'D FEDERAL CONTRACTOR JOB LISTING	OPENING FILLED	UNFILLED OPEN: TOTAL	30 DAYS OR MORE
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
96	216382-034	1	0	0	0	0	0	0	0	0	0	1	0	0
96	216482-010	16	5	3	1	2	0	1	3	3	1	3	0	0
96	217382-010	0	0	0	0	0	0	0	0	1	0	1	0	0
96	219362-010	155	65	62	2	6	8	1	43	13	2	9	1	0
96	219367-026	2	1	1	0	0	0	0	1	0	0	0	0	0
96	222387-058	23	10	1	4	4	2	1	2	2	0	1	0	0
96	235462-010	12	7	5	0	1	2	0	1	1	0	0	0	0
96	235662-022	5	2	2	0	0	1	0	2	1	0	0	1	0
96	235662-026	1	0	0	0	0	0	0	0	0	0	0	0	0
96	237367-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	237367-022	0	0	0	0	0	0	0	0	1	1	0	1	0
96	237367-038	41	17	17	1	2	3	0	10	8	1	6	1	0
96	238362-010	10	7	5	1	2	0	0	4	3	0	2	1	0
96	238367-026	0	0	0	0	0	0	0	0	1	0	0	0	0
96	241217-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	245362-014	1	1	1	0	0	0	0	1	0	0	0	0	0
96	249167-014	1	1	0	0	0	1	0	1	0	0	0	0	0
96	249367-074	24	15	14	0	3	1	2	10	0	0	0	1	1
96	250257-010	3	1	0	0	0	0	0	0	5	5	5	2	2
96	250357-018	1	0	0	0	0	0	0	0	0	0	0	0	0
96	254357-014	3	1	0	1	0	1	0	0	0	0	0	0	0
96	261357-050	3	1	0	0	0	0	0	0	1	0	0	1	0
96	261357-054	2	2	1	1	1	0	0	1	0	0	0	0	0
96	261357-062	4	2	0	0	0	0	0	0	1	0	1	0	0
96	261357-066	7	3	3	0	0	0	0	2	2	0	1	0	0
96	273353-010	7	2	0	1	0	0	0	2	1	0	1	0	0
96	275357-034	1	0	0	0	0	0	0	0	0	0	0	0	0
96	277357-034	1	1	1	0	1	0	0	0	0	0	0	0	0
96	279357-050	6	3	1	2	0	1	0	1	2	0	3	0	0
96	279357-054	42	15	13	0	3	3	0	5	11	0	10	1	0
96	279357-062	4	0	0	0	0	0	0	0	1	0	0	0	0
96	290477-014	117	59	52	0	20	12	0	22	22	0	19	18	17
96	290477-018	27	10	5	2	2	3	0	5	0	0	0	0	0
96	292353-010	20	7	0	2	0	0	1	4	6	0	4	0	0
96	292483-010	0	0	0	0	0	0	0	0	0	0	1	0	0
96	299137-010	9	6	2	0	0	0	0	3	0	0	0	0	0
96	299357-014	2	1	1	0	0	1	0	0	2	0	2	0	0
96	301474-010	26	16	16	0	1	5	0	15	2	0	2	0	0
96	309677-010	9	3	3	0	1	1	0	0	2	0	2	0	0
96	311477-014	51	27	25	0	8	2	0	22	21	8	14	3	1
96	311677-010	9	5	5	0	1	1	0	4	1	1	1	0	0
96	312474-010	47	27	19	5	4	3	0	15	3	0	3	1	0

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Table 29 (continued)

TABLE 96 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 96

APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

ITEM NO	OCCUPATIONAL CODE	TOTAL REGISTERED APPS ACTIVE ANYTIME THIS FY	ACTIVE FILE TOTAL	FEMALE	VETERAN	AGE GROUPS UNDER 22	AGE GROUPS 45 AND OLDER	MINORITY	ECONOMICALLY DISADVANTAGED	NONAGRICULTURAL OPENINGS TOTAL RECEIVED	OPENING REC'D FEDERAL CONTRACTOR JOB LISTING	OPENING FILLED	UNFILLED OPEN TOTAL	UNFILLED OPEN 30 DAYS OR MORE
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
96	313131-014	21	14	4	3	1	3	1	6	0	0	0	0	0
96	313361-014	71	33	13	2	8	3	1	14	8	0	5	2	2
96	313361-022	33	17	6	1	5	1	1	10	4	0	4	0	0
96	313361-026	1	0	0	0	0	0	0	0	0	0	0	0	0
96	315361-010	17	9	3	1	6	1	0	5	8	0	6	1	0
96	316684-018	9	3	0	1	1	1	0	1	1	0	0	0	0
96	317684-014	4	2	1	0	1	0	1	2	0	0	0	0	0
96	317687-010	6	6	2	0	4	0	3	2	0	0	0	0	0
96	318687-010	142	67	17	3	46	5	0	36	18	1	10	4	0
96	319137-010	1	1	0	0	0	0	1	1	0	0	0	0	0
96	319474-010	0	0	0	0	0	0	0	0	1	0	0	1	1
96	323687-010	3	3	3	0	0	0	0	3	0	0	0	0	0
96	323687-014	34	21	21	1	5	5	0	17	8	0	7	0	0
96	332271-010	10	5	5	0	0	0	0	3	0	0	0	0	0
96	354374-010	6	3	2	1	0	2	0	0	0	0	0	0	0
96	355377-014	4	2	1	0	2	0	0	1	0	0	0	0	0
96	355674-014	148	94	93	0	11	15	6	77	14	0	9	2	2
96	355674-018	4	2	1	0	1	0	0	1	0	0	0	0	0
96	355677-010	16	9	6	1	2	2	1	6	4	0	3	0	0
96	359677-010	20	11	9	2	0	1	0	9	1	0	0	1	0
96	359677-018	17	10	10	0	4	0	0	6	1	0	1	16	16
96	361685-018	2	1	1	0	0	0	0	1	0	0	0	0	0
96	361687-014	1	1	0	0	1	0	0	1	0	0	0	0	0
96	361687-018	2	2	2	0	0	0	0	2	0	0	0	0	0
96	363682-018	4	3	1	0	0	0	0	2	1	0	0	0	0
96	363684-018	1	0	0	0	0	0	0	0	0	0	0	0	0
96	369687-022	1	0	0	0	0	0	0	0	0	0	0	0	0
96	372667-034	19	9	1	4	1	2	0	4	8	7	8	0	0
96	372667-038	23	8	2	3	0	5	1	4	2	1	1	0	0
96	373364-010	2	0	0	0	0	0	0	0	0	0	0	0	0
96	375263-014	8	5	1	2	0	0	0	2	1	0	1	0	0
96	382664-010	108	55	1	8	19	5	3	42	7	1	3	0	0
96	389684-010	1	0	0	0	0	0	0	0	1	1	0	0	0
96	403687-018	1	1	0	0	0	0	0	1	0	0	0	0	0
96	452364-010	12	3	1	0	1	0	0	0	0	0	0	0	0
96	452687-014	1	1	0	0	0	0	0	0	0	0	0	0	0
96	509686-010	1	1	0	0	0	0	0	1	0	0	0	0	0
96	526381-010	10	3	1	0	0	0	0	3	0	0	0	0	0
96	526684-010	1	0	0	0	0	0	0	0	1	0	0	0	0
96	526686-010	3	2	0	0	1	0	0	2	3	0	3	0	0
96	529686-014	1	1	0	0	0	1	0	0	0	0	0	0	0
96	529687-186	1	1	0	0	1	0	0	0	0	0	0	0	0

Table 29 (continued)

TABLE 96 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 96

APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

ITEM NO	OCCUPATIONAL CODE	TOTAL REGISTERED APPS ACTIVE ANYTIME THIS FY	ACTIVE FILE: TOTAL	FEMALE	VETERAN	AGE GROUPS: UNDER 22	45 AND OLDER	MINORITY	ECONOMICALLY DISADVANTAGED	NONAGRICULTURAL OPENINGS: TOTAL RECEIVED	OPENING REC'D FEDERAL CONTRACTOR JOB LISTING	OPENING FILLED	UNFILLED OPEN: TOTAL	30 DAYS OR MORE
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
96	534662-010	13	7	0	3	0	0	0	1	0	0	0	0	0
96	556685-022	2	1	1	0	0	0	0	1	0	0	0	0	0
96	556685-038	1	1	1	0	0	1	0	0	0	0	0	0	0
96	559382-046	1	0	0	0	0	0	0	0	0	0	0	0	0
96	575382-014	1	0	0	0	0	0	0	0	0	0	0	0	0
96	589686-026	1	0	0	0	0	0	0	0	2	0	2	1	1
96	600280-022	46	18	0	8	2	1	2	5	13	4	9	0	0
96	600380-018	1	1	0	1	0	1	0	0	2	1	2	0	0
96	601280-046	1	1	0	0	0	0	0	0	0	0	0	0	0
96	604380-026	2	0	0	0	0	0	0	0	0	0	0	0	0
96	604685-026	7	3	0	0	2	0	0	1	0	0	0	0	0
96	605280-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	609684-014	3	2	0	1	0	1	0	0	0	0	0	0	0
96	609685-018	12	3	2	0	0	0	0	1	1	0	1	0	0
96	615482-022	1	1	0	0	0	0	0	1	0	0	0	0	0
96	617482-026	1	1	0	1	0	1	0	0	0	0	0	0	0
96	619360-014	4	3	0	0	1	0	0	2	0	0	0	0	0
96	620261-010	91	44	0	8	8	3	0	25	12	3	8	3	1
96	620261-022	5	4	0	2	0	0	0	3	0	0	0	0	0
96	620281-010	2	1	0	0	0	1	0	1	0	0	0	0	0
96	621281-014	5	3	0	3	0	0	0	0	1	1	1	0	0
96	621381-014	1	0	0	0	0	0	0	0	0	0	0	0	0
96	625281-010	6	5	0	5	1	0	0	3	0	0	0	0	0
96	625281-034	2	2	0	0	1	0	0	0	0	0	0	0	0
96	626281-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	633281-010	1	0	0	0	0	0	0	0	0	0	1	0	0
96	633281-018	0	0	0	0	0	0	0	0	0	0	0	1	1
96	637261-014	3	1	0	0	1	0	0	0	1	0	0	1	0
96	637261-018	1	1	0	1	0	1	0	1	0	0	0	0	0
96	637261-026	1	1	0	0	0	0	0	1	0	0	0	0	0
96	638261-022	1	0	0	0	0	0	0	0	0	0	0	0	0
96	638281-014	11	5	0	4	0	1	0	2	5	3	2	0	0
96	638281-018	7	4	0	4	0	1	0	1	1	0	1	0	0
96	638684-018	7	3	0	1	0	0	1	2	1	0	1	0	0
96	639281-014	2	0	0	0	0	0	0	0	0	0	0	0	0
96	639281-018	2	1	0	0	0	0	0	0	0	0	0	0	0
96	640685-058	4	2	0	1	1	0	0	1	0	0	0	0	0
96	641562-010	1	1	0	0	0	0	0	1	0	0	0	0	0
96	641680-010	1	1	0	1	0	0	0	0	0	0	0	0	0
96	649687-010	5	1	1	0	0	0	0	1	3	3	2	1	0
96	651362-030	0	0	0	0	0	0	0	0	1	0	0	0	0
96	653382-010	1	1	0	0	1	0	0	1	0	0	0	0	0

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Table 29 (continued)

TABLE 96 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 96

APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

ITEM NO	OCCUPATIONAL CODE	TOTAL REGISTERED APPS ACTIVE ANYTIME THIS FY	ACTIVE FILE: TOTAL	FEMALE	VETERAN	AGE GROUPS: UNDER 22	45 AND OLDER	MINORITY	ECONOMICALLY DISADVANTAGED	NONAGRICULTURAL OPENINGS: TOTAL RECEIVED	OPENING REC'D FEDERAL CONTRACTOR JOB LISTING	OPENING FILLED	UNFILLED OPEN: TOTAL	30 DAYS OR MORE
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
96	660280-010	5	4	0	3	0	0	0	3	3	0	2	1	1
96	681685-154	2	1	1	0	0	0	0	0	1	1	1	0	0
96	683260-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	683682-038	1	1	0	0	0	0	0	0	0	0	0	0	0
96	685665-014	1	0	0	0	0	0	0	0	6	0	5	1	0
96	691382-010	2	1	0	1	0	0	0	1	24	24	19	5	5
96	699682-022	1	1	1	0	0	0	0	1	0	0	0	0	0
96	712381-018	1	0	0	0	0	0	0	0	0	0	0	0	0
96	716382-018	1	1	1	0	0	0	0	0	0	0	0	0	0
96	720281-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	720281-018	1	1	0	1	0	0	0	1	0	0	0	0	0
96	721684-022	1	0	0	0	0	0	0	0	0	0	0	0	0
96	724684-026	5	3	2	1	0	2	0	2	0	0	0	0	0
96	725384-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	726261-010	2	2	1	1	0	0	0	1	0	0	0	0	0
96	726381-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	726684-018	10	6	5	0	0	3	0	5	0	0	0	0	0
96	726684-022	5	2	1	0	0	0	0	0	0	0	0	0	0
96	726687-014	4	1	1	0	0	0	0	1	0	0	0	0	0
96	729687-010	9	8	6	0	0	3	1	5	0	0	0	0	0
96	731687-034	1	0	0	0	0	0	0	0	0	0	0	0	0
96	739687-030	2	2	2	0	0	0	0	2	0	0	0	0	0
96	741684-026	4	3	0	2	1	1	0	1	0	0	0	0	0
96	741687-018	2	2	0	0	2	0	0	2	0	0	0	0	0
96	753687-026	1	1	1	0	0	0	0	1	0	0	0	0	0
96	759584-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	780381-018	2	1	0	0	0	0	0	1	0	0	0	0	0
96	782684-042	2	1	1	0	0	0	0	1	0	0	0	0	0
96	782684-058	7	5	5	0	0	0	1	5	1	0	0	0	0
96	783682-014	1	0	0	0	0	0	0	0	0	0	0	0	0
96	785261-010	3	1	1	0	0	0	0	1	0	0	0	0	0
96	785361-010	1	1	1	0	0	0	0	1	0	0	0	0	0
96	787682-046	69	30	30	0	3	11	0	15	3	3	5	0	0
96	788684-054	1	1	1	0	0	0	0	1	0	0	0	0	0
96	795687-014	24	7	6	0	1	2	0	6	61	60	64	1	1
96	804281-010	2	1	0	0	1	0	0	0	2	1	2	0	0
96	806381-046	2	0	0	0	0	0	0	0	0	0	0	0	0
96	806684-010	2	2	1	0	0	1	0	1	0	0	0	0	0
96	807381-010	28	12	0	2	4	0	0	4	3	0	1	0	0
96	809281-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	809684-010	1	1	0	0	0	0	0	1	0	0	0	0	0
96	811684-014	8	4	0	0	2	0	0	2	2	0	1	0	0

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Table 29 (continued)

TABLE 96 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 96

APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

ITEM NO	OCCUPATIONAL CODE	TOTAL REGISTERED APPS ACTIVE ANYTIME THIS FY	ACTIVE FILE: TOTAL	FEMALE	VETERAN	AGE GROUPS: UNDER 22	45 AND OLDER	MINORITY	ECONOMICALLY DISADVANTAGED	NONAGRICULTURAL OPENINGS: TOTAL RECEIVED	OPENING REC'D FEDERAL CONTRACTOR JOB LISTING	OPENING FILLED	UNFILLED OPEN: TOTAL	30 DAYS OR MORE
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
96	813684-022	1	1	1	0	0	0	0	1	0	0	0	0	0
96	819384-010	20	9	0	5	0	0	1	3	2	2	2	0	0
96	819684-010	3	2	1	1	0	0	0	2	0	0	0	0	0
96	824261-010	14	6	0	5	0	4	0	2	2	1	1	1	1
96	825281-018	1	1	0	1	0	0	1	1	0	0	0	0	0
96	826361-010	2	1	1	0	0	1	0	1	0	0	0	0	0
96	828281-010	10	2	0	2	0	0	0	1	0	0	0	0	0
96	829281-014	3	2	0	2	0	0	0	1	1	1	0	1	0
96	840381-010	40	17	0	6	4	4	0	9	4	0	1	3	0
96	842664-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	844364-010	2	2	0	0	1	0	0	0	0	0	0	0	0
96	850683-010	1	1	0	0	0	0	0	0	0	0	0	0	0
96	859683-010	18	12	0	2	1	2	0	2	0	0	0	0	0
96	860281-010	6	4	0	1	0	0	0	1	1	0	1	0	0
96	860381-022	75	32	1	6	5	2	1	14	7	0	2	5	5
96	861381-018	2	0	0	0	0	0	0	0	0	0	0	0	0
96	862281-018	8	6	0	3	1	1	0	2	0	0	0	0	0
96	862381-010	1	1	0	1	0	0	0	0	1	0	0	1	1
96	862381-018	4	2	0	1	0	1	0	1	0	0	0	0	0
96	862381-030	5	3	0	1	0	1	0	1	0	0	0	0	0
96	862381-034	5	1	0	0	0	0	1	0	0	0	0	0	0
96	862684-014	9	7	0	3	1	2	2	7	0	0	0	0	0
96	864381-010	4	1	0	0	1	0	0	0	1	0	0	0	0
96	864481-010	3	1	0	1	0	1	0	1	0	0	0	0	0
96	865381-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	866381-010	24	17	0	4	2	2	0	8	3	0	0	2	2
96	869664-014	145	66	5	10	15	4	1	36	3	0	2	0	0
96	899281-014	12	7	0	2	2	1	0	2	0	0	0	0	0
96	899381-010	107	49	1	16	13	7	1	33	13	1	7	2	0
96	899684-022	8	4	0	2	1	0	0	3	1	0	1	12	12
96	903683-018	1	1	0	1	0	0	0	1	0	0	0	0	0
96	904383-010	27	15	0	9	2	2	0	7	1	0	1	0	0
96	905663-014	85	46	0	23	5	8	0	18	9	1	5	1	0
96	906683-022	60	32	0	16	3	3	0	20	4	1	3	1	1
96	913463-010	21	12	10	1	0	4	0	9	5	0	2	0	0
96	913463-018	6	3	1	1	0	0	0	2	0	0	0	0	0
96	915467-010	30	15	1	1	6	0	0	13	4	0	2	2	0
96	915473-010	4	1	0	0	1	0	0	0	1	0	1	0	0
96	915667-010	1	0	0	0	0	0	0	0	1	0	1	0	0
96	919687-014	4	1	0	0	0	0	0	1	1	0	1	0	0
96	920587-018	36	21	15	1	5	4	0	11	2	1	2	1	1
96	920685-078	3	1	1	0	0	0	0	0	0	0	0	0	0

Table 29(continued)

TABLE 96 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 96

APPLICANTS AND NONAGRICULTURAL JOB OPENINGS BY OCCUPATION

ITEM NO	OCCUPATIONAL CODE	TOTAL REGISTERED APPS ACTIVE ANYTIME THIS FY	ACTIVE FILE: TOTAL	FEMALE	VETERAN	AGE GROUPS: UNDER 22	45 AND OLDER	MINORITY	ECONOMICALLY DISADVANTAGED	NONAGRICULTURAL OPENINGS: TOTAL RECEIVED	OPENING REC'D FEDERAL CONTRACTOR JOB LISTING	OPENING FILLED	UNFILLED OPEN: TOTAL	30 DAYS OR MORE
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
96	920687-014	5	3	1	0	1	0	0	1	1	0	1	0	0
96	920687-126	1	0	0	0	0	0	0	0	0	0	0	0	0
96	920687-134	1	1	1	0	0	0	0	0	0	0	0	0	0
96	921663-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	929683-010	2	2	0	1	1	1	0	2	0	0	0	0	0
96	929686-010	1	1	0	0	1	0	0	0	0	0	0	0	0
96	929687-022	2	2	0	1	1	0	1	1	0	0	0	0	0
96	929687-030	414	207	23	22	108	8	9	108	53	29	49	50	50
96	950382-026	2	1	0	1	0	0	0	1	1	1	0	0	0
96	971381-050	1	1	1	0	0	0	0	1	0	0	0	0	0
96	973381-010	1	0	0	0	0	0	0	0	0	0	0	0	0
96	TOTAL OF INVALID OCCUPATIONAL CODES	216	142	94	14	4	28	7	137	4	0	0	0	0

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VI. Individuals in Need of Employment Services

Tables 25,30 and 31 provide information on groups of persons of statutory significance and ESARS Table 6 provides further data on these individuals. The following section on training gives additional information on Individuals in Need of Employment Service. See the prior section on recent unemployment trends and projections which shows Characteristics of the Insured Unemployed who may need assistance.

Welfare recipients who received assistance were 1534 in the active file as of March 31, 1981 or 35.5 percent of the total active file of 4322, shown in Table 6 for the Pittsfield LMA, as compared to last March which was 1335 applicants or 33.5 percent of the total active file of 3986. Most of this year's 1534 recipients were in the WIN Program numbering 1520 applicants.

Vietnam Veterans have diminished from 212 applicants in March, 1980 down to 168 applicants this March. Their percent was also reduced from 6.1 percent last year to 3.9 percent this year probably, reflecting past assistance and present employment and opportunities.

Females increased over the year time span March to March to 2026 for a gain of 118, while their percent of the total active file dropped insignificantly from 47.5 percent down to 46.9 percent. The actual gain of 118 applicants reflects the increase in the female participation rates among all age groups, but particularly young adults.

The minority group is composed of Blacks, Hispanics, American Indians, and Alaskan Natives, Asian and Pacific Island Natives, and some other races. Table 6 of ESARS reveal that this group moved from 157 applicants last March to 140 this March and percentagewise went from 3.9 percent down to 3.2 percent. Table 28 on the Pittsfield Prime Sponsor shows 501 Black, 76 other groups, and 215 Spanish Heritage. The actual minority total is 577 persons, 18 years and older, out of a total of 16,699 persons economically disadvantaged or 3.5 percent.

Youth, those under age 20, increased over 134 persons from 547 for last March up to 681 for the present March, which is the largest over-the-year group increase of Individuals in Need of Employment Assistance and also is an increase from 13.7 percent up to 15.8 percent, which reflects greater youth and female participation rates.

Handicapped groups declined in numbers and percent from 249 in March 1980 or 6.2 percent down to 168 in March 1981 or 4.6 percent. This group had the largest number decrease of the total active file.

Some of the groups of statutory significance are included in other groups; therefore an applicant could be counted twice or included in two or more groups.

Table 30

Characteristics of Individuals In The Active File
For Employment-Related Assistance
Pittsfield LMA

Characteristics	March 1981		March 1980	
	Total Numbers	Total Percent	Total Numbers	Total Percent
TOTAL	4322	100.0	3986	100.0
Under Age 20	681	15.8	547	13.7
Over Age 44	530	12.3	568	14.2
Female	2026	46.9	1908	47.5
High School Dropout	1616	37.4	1354	34.0
Minority Group	140	3.2	157	3.9
Veteran (Vietnam Era)	168	3.9	242	6.1
Handicapped	198	4.6	249	6.2
Economically Disadvantaged	2284	52.8	2138	53.6
Welfare Recipient	1534	35.5	1335	33.5

ESARS Table 6 - March 1981 and March 1980

Table 31

Comparison of Pittsfield LMA to Massachusetts
March 1981
Total Registered Applicants and Openings
Fiscal Year 1981

	Pittsfield LMA	Percent	Massachusetts	Percent	Pittsfield LMA/ Massachusetts Percent
Total-Registered Applicants	7889	100.0	247718	100.0	3.2
Total-Active File	3939	100.0	122373	100.0	3.2
Female	1866	47.4	64931	53.1	2.8
Veteran	535	13.6	18045	14.7	3.0
Age Groups - Total	1429	36.3	40230	32.9	3.6
Under 22	936	23.8	19153	15.7	4.9
45 and Older	493	12.5	21077	17.2	2 3
Minority	115	2.9	19331	15.8	0.6
Economically Disadvantaged	2122	53.9	61351	50.1	3.5
Nonagricultural Openings Total Received	1007	100.0	61560	100.0	1.6
Openings Received Contract Job Listing	367	36.4	20247	32.9	1.8
Openings Filled	642	63.8	38760	63.0	1.7
Unfilled Openings	310	30.8	20580	33.4	1.5
Unfilled Openings 30 Days or More	225	22.3	15430	25.1	1.5

ESARS Table 96

VII. Analysis of the Active File

The total number of active applicants for the Pittsfield LMA is 4322 for March 1981, compared to 3986 in March 1980, which reflects the changing economic conditions when the LMAs unemployment rate on an annual average went from 5.7 percent in 1979 up to 6.1 percent in 1980. 1979 was an unusual year in that the labor force was up to 77,000 which had not been even touched in prior years or after. Employment reached 72,600 in 1979 compared to 65,000 in 1978 and returned to 65,800 in 1980. Unemployment figures stayed relatively stable with 4,600 in 1978, 4,400 in 1979, and 4,300 in 1980.

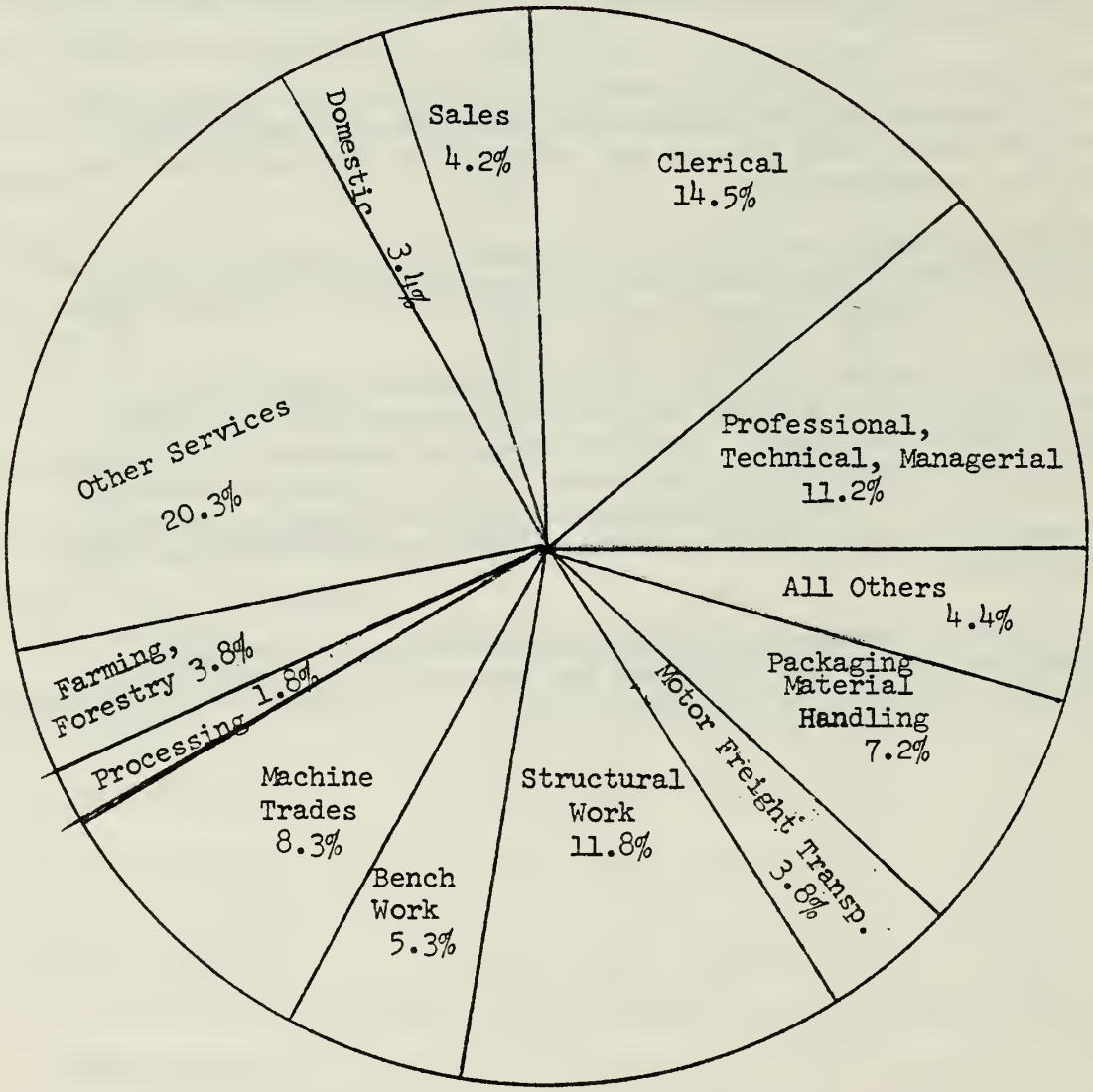
The total active applicant increase, therefore must be due to certain subgroups such as females, and youth who are new entrants into the labor force and who are seeking work for the first time and need experience.

Table 30, previously mentioned and reviewed, highlights the Characteristics of active applicants in the Pittsfield LMA and Pittsfield WIN for both March 1980 and March 1981.

Table 26 was another table of Characteristics of Applicants in the Pittsfield LMA and was used in the previous section, Labor-Supply Demand Imbalances. Table 26 shows the opportunity to start employment is limited by the total number of unfilled openings of 310. Most of the openings require some training or experience. As previously mentioned the number of applicants to openings shows high ratios.

The following section on Training gives the type of training offered and needed for jobs, and the services of the Division of Employment Security to get people jobs.

Chart 1
Percent Distribution of Occupations of Applicants
In The Pittsfield Office
March 1981



The barriers affecting the employment of those who are considered economically disadvantaged are difficult for many to overcome.

These barriers include :

1. Lack of Suitable Job Openings: There may be many job orders listed with the Division of Employment Security Office, but, unfortunately,some of these jobs involve low pay, unattractive working conditions or a need for highly skilled qualifications without any training being offered to allow entry into the field.

2. Lack of Skills: Most of the economically disadvantaged have an employment background in occupations which require very little skill. Therefore, the majority of the economically disadvantaged are competing against one another for any positions of this type, thereby keeping the wage level at a low rate. Another group affected by this barrier to employment are those people making their first entry into the labor force or possibly a reentry after several years away from the labor force.

3. Language Barriers: The inability to communicate effectively in the English language compounds the difficulty in acquiring a meaningful job for many of the economically disadvantaged. There is a definite need for training programs with emphasis on "English as a second language" for those with this particular problem.

4. Age: Age presents another barrier to the economically disadvantaged in the search for suitable work. Those under the age of 22 have a difficult time obtaining a position that offers any upward mobility. In addition, many positions require several months of experience for entry. These factors make it difficult for those under the age of 22 to find a job that will give them any meaningful experience towards a more secure and better paying job. The age barrier often affects those over 44 years of age also. Even though the law prohibits discrimination because of age many people in the category over 44 years of age find obtaining work extremely difficult due to their age.

5. Day Care Facilities: Single parents, especially women, who are economically disadvantaged, are unable to obtain work because of the lack of suitable day care centers for their children. One of the major considerations a person with responsibility for children has when seeking work is the cost and location of day care service. Many jobs available offer such a low starting wage as to prohibit the single parent from taking the position because the wage will not be sufficient to allow for living expenses plus the cost of day care.

6. Transportation: Many low and middle income residents are unable to obtain work due to the lack of transportation. Some of the work available to these people is outside of the area served by public transportation. Furthermore, many of the night shift jobs available, which are at a higher rate of pay, are unavailable to this segment of the population due to the lack of a suitable method of transportation. The price of gasoline has aggravated the problem.

Table 32

TABLE 06 ALL INDIVIDUALS 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 06
DEGREE OF SERVICE PROVIDED APPLICANTS

ITEM NO	CHARACTERISTICS OF APPLICANTS	NEW APPS INCL PARTIAL	NEW APPS AND RENEWAL	APPLICANTS ACTIVE AT ANY TIME THIS FY: TOTAL	REGISTERED	PARTIALLY REGISTERED	APPLICANTS PROVIDED: POS TERM SERVICE	OTHER SERVICE	NO REPORT SERVICE *	PLACED IN INACTIVE FILE WITH: POS TERM SERVICE	OTHER SERVICE	NO REPORT SERVICE **	FUTURE FEDERAL USE	ACTIVE FILE END OF PERIOD
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
06010	AGE	3224	4740	8548	7889	659	647	2882	5019	560	2001	2094	0	4322
06015	15 AND UNDER	20	24	26	18	8	1	19	6	1	8	3	0	14
06020	16-17	233	353	474	433	41	41	294	139	40	155	54	0	252
06025	18-19	441	652	963	845	118	88	317	558	70	233	284	0	415
06030	20-21	372	612	976	864	112	85	321	570	73	218	308	0	432
06035	22-24	492	741	1263	1168	95	114	424	725	105	323	335	0	585
06040	25-29	546	785	1501	1414	87	98	504	899	83	380	380	0	742
06045	30-34	361	504	1084	1027	57	78	352	654	71	224	223	0	623
06050	35-39	248	334	756	726	30	38	229	489	27	132	147	0	473
06055	40-44	145	202	455	429	26	34	131	290	24	90	98	0	256
06060	45-54	221	324	683	625	58	48	198	437	47	143	170	0	356
06065	55-64	128	181	321	295	26	19	79	223	16	77	83	0	158
06070	65 AND OVER	17	28	46	45	1	3	14	29	3	18	9	0	16
06075	SEX	3224	4740	8548	7889	659	647	2882	5019	560	2001	2094	0	4322
06080	MALE	1825	2756	4726	4339	387	347	1783	2596	315	1201	1194	0	2296
06085	FEMALE	1399	1984	3822	3550	272	300	1099	2423	245	800	900	0	2026
06090	HIGHEST SCHOOL GRADE	3224	4740	8548	7889	659	647	2882	5019	560	2001	2094	0	4322
06095	0-7	48	80	180	165	15	10	59	111	9	43	27	0	110
06100	8-11	912	1472	2643	2399	244	185	1050	1408	158	619	521	0	1506
06105	12	1361	1926	3663	3374	289	296	1083	2284	251	813	942	0	1831
06110	OVER 12	903	1262	2062	1951	111	156	690	1216	142	526	604	0	875
06115	RESIDENCE	3224	4740	8548	7889	659	647	2882	5019	560	2001	2094	0	4322
06120	URBAN	2255	3397	6177	5709	468	502	2135	3540	425	1464	1414	0	3199
06125	RURAL	969	1343	2371	2180	191	145	747	1479	135	537	680	0	1123
06130	RACE/ETHNIC	3224	4740	8548	7889	659	647	2882	5019	560	2001	2094	0	4322
06135	WHITE (NOT HISPANIC)	3148	4608	8240	7616	624	630	2782	4828	545	1914	2018	0	4182
06140	BLACK (NOT HISPANIC)	63	111	257	228	29	14	87	156	12	73	59	0	122
06145	HISPANIC	7	11	27	23	4	2	7	18	2	9	7	0	9
06150	AMERICAN INDIAN & ALASKAN NATIVE	1	2	8	8	0	0	2	6	0	3	2	0	3
06155	ASIAN & PACIFIC ISL.	4	6	13	11	2	1	2	10	1	2	8	0	3
06160	INA	1	2	3	3	0	0	2	1	0	0	0	0	3
06165	ELIGIBLE CLAIMANT	818	1114	2370	2346	24	164	667	1539	153	490	534	0	1242
06170	STATE	748	1028	2170	2148	22	146	614	1410	136	427	498	0	1150
06175	VETERAN	381	562	1160	1144	16	98	512	550	95	432	174	0	541
06180	RECENTLY SEPARATED	83	139	297	297	0	26	126	145	28	116	39	0	137
06185	DISABLED	24	40	93	93	0	8	38	47	7	37	16	0	38
06190	VIETNAM ERA	102	180	391	391	0	42	163	186	41	165	45	0	168
06195	RECENTLY SEPARATED	18	38	100	100	0	9	36	55	11	42	8	0	45
06196	UNDER 35	67	130	301	301	0	34	124	143	34	137	32	0	123
06200	SPECIAL VETERAN	57	99	199	199	0	26	84	89	24	78	22	0	90

* DURING THE CURRENT FISCAL YEAR
** DURING THE CURRENT FISCAL YEAR OR LAST SPELL OF ACTIVE STATUS IN THE PREVIOUS FISCAL YEAR

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Table 32 (continued)

TABLE 06 ALL INDIVIDUALS 03/31/81 MASSACHUSETTS SMSA 6320 TABLE 06
DEGREE OF SERVICE PROVIDED APPLICANTS

ITEM NO	CHARACTERISTICS OF APPLICANTS	NEW APPS INCL PARTIAL	NEW APPS AND RENEWAL	APPLICANTS ACTIVE AT ANY TIME THIS FY: TOTAL	REGISTERED	PARTIALLY REGISTERED	APPLICANTS PROVIDED: POS TERM SERVICE	OTHER SERVICE	NO REPORT SERVICE *	PLACED IN INACTIVE FILE WITH: POS TERM SERVICE	OTHER SERVICE	NO REPORT SERVICE **	FUTURE FEDERAL USE	ACTIVE FILE END OF PERIOD
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
06205	OTHER ELIG VET PREF	0	0	1	1	0	0	0	1	0	1	0	0	0
06210	HANDICAPPED	99	200	423	420	3	40	185	198	33	140	78	0	198
06215	PHYS DISABLED	99	190	396	393	3	36	169	191	29	131	75	0	185
06220	MENTALLY RETARDED	0	1	5	5	0	0	2	3	0	2	1	0	3
06225	MENTALLY RESTORED	0	9	22	22	0	4	14	4	4	7	2	0	10
06230	ECON DISADVANTAGED	1041	1549	4053	3716	337	251	1380	2422	200	922	889	0	2284
06235	FOOD STAMP WORK REG.	333	495	1329	789	540	46	211	1072	23	186	474	0	568
06240	WELFARE	283	498	1958	1937	21	61	728	1169	36	301	246	0	1534
06245	WIN	274	484	1942	1923	19	61	723	1158	36	301	244	0	1520
06250	CETA PARTICIPANT	3	14	23	23	0	4	10	9	3	9	3	0	8
06275	SEASONAL FARMWORKER	0	0	0	0	0	0	0	0	0	0	0	0	0
06280	MIGRANT FARMWORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0
06285	MIGRANT FOOD PROCESS WORKER	0	0	0	0	0	0	0	0	0	0	0	0	0
06290	EMPLOYMENT STATUS	3224	4740	8548	7889	659	647	2882	5019	560	2001	2094	0	4322
06295	FULL TIME	268	371	625	621	4	45	164	416	41	126	220	0	271
06300	PART TIME	234	336	574	524	50	37	177	360	32	123	161	0	296
06305	NOT WORKING	2722	4033	7349	6744	605	565	2541	4243	487	1752	1713	0	3755
06310	JOB ATTACHMENT	7	8	21	20	1	1	7	13	0	5	3	0	15

* DURING THE CURRENT FISCAL YEAR
** DURING THE CURRENT FISCAL YEAR OR LAST SPELL OF ACTIVE STATUS IN THE PREVIOUS FISCAL YEAR

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Table 33

TABLE 06 ALL INDIVIDUALS 03/31/80 MASSACHUSETTS SMSA 6320 TABLE 06
DEGREE OF SERVICE PROVIDED APPLICANTS

ITEM NO	CHARACTERISTICS OF APPLICANTS	NEW APPS INCL PARTIAL	NEW APPS AND RENEWAL	APPLICANTS ACTIVE AT ANY TIME THIS FY: TOTAL	REGISTERED	PARTIALLY REGISTERED	APPLICANTS PROVIDED: POS TERM SERVICE	OTHER SERVICE	NO REPORT SERVICE *	PLACED IN INACTIVE FILE WITH: POS TERM SERVICE	OTHER SERVICE	NO REPORT SERVICE **	FUTURE FEDERAL USE	ACTIVE FILE END OF PERIOD
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
06010	AGE	3210	5047	7632	7437	195	1192	3111	3341	1096	1919	1008	0	3986
06015	15 AND UNDER	24	31	31	31	0	5	21	5	4	18	4	0	5
06020	16-17	197	334	397	393	4	63	243	91	60	124	39	0	192
06025	18-19	411	717	878	860	18	194	404	281	185	281	114	0	350
06030	20-21	357	632	822	803	19	195	290	338	185	226	106	0	358
06035	22-24	500	794	1139	1100	39	197	467	477	178	310	164	0	552
06040	25-29	539	835	1325	1282	43	160	530	638	146	321	190	0	745
06045	30-34	347	520	943	929	14	92	376	477	83	198	129	0	567
06050	35-39	206	309	650	635	15	78	221	352	66	123	78	0	409
06055	40-44	156	221	412	400	12	47	148	218	37	95	58	0	240
06060	45-54	277	391	678	655	23	107	250	322	100	149	85	0	370
06065	55-64	153	207	290	282	8	40	123	127	38	64	36	0	158
06070	65 AND OVER	43	56	67	67	0	14	38	15	14	10	5	0	40
06075	SEX	3210	5047	7632	7437	195	1192	3111	3341	1096	1919	1008	0	3986
06080	MALE	1666	2807	3999	3884	115	612	1730	1665	579	1086	506	0	2078
06085	FEMALE	1544	2240	3633	3553	80	580	1381	1676	517	833	502	0	1908
06090	HIGHEST SCHOOL GRADE	3210	5047	7632	7437	195	1192	3111	3341	1096	1919	1008	0	3986
06095	0-7	63	91	183	181	2	28	72	83	27	39	16	0	107
06100	8-11	920	1529	2326	2271	55	375	1065	888	354	613	254	0	1247
06105	12	1352	2124	3263	3172	91	528	1243	1498	474	783	437	0	1716
06110	OVER 12	875	1303	1860	1813	47	261	731	872	241	484	301	0	916
06115	RESIDENCE	3210	5047	7632	7437	195	1192	3111	3341	1096	1919	1008	0	3986
06120	URBAN	2191	3582	5528	5428	100	901	2271	2367	826	1388	721	0	2882
06125	RURAL	1019	1465	2104	2009	95	291	840	974	270	531	287	0	1104
06130	RACE/ETHNIC	3210	5047	7632	7437	195	1192	3111	3341	1096	1919	1008	0	3986
06135	WHITE (NOT HISPANIC)	3114	4874	7357	7174	183	1152	2994	3222	1056	1850	960	0	3829
06140	BLACK (NOT HISPANIC)	61	129	213	209	4	31	86	97	30	51	23	0	126
06145	HISPANIC	17	22	34	31	3	6	14	14	7	8	3	0	16
06150	AMERICAN INDIAN & ALASKAN NATIVE	0	0	2	2	0	0	1	1	0	0	0	0	2
06155	ASIAN & PACIFIC ISL.	13	14	17	17	0	3	12	2	3	8	1	0	7
06160	INA	5	8	9	4	5	0	4	5	0	2	1	0	6
06165	ELIGIBLE CLAIMANT	824	1430	2208	2202	6	316	798	1099	302	353	295	0	1354
06170	STATE	751	1321	2015	2009	6	301	706	1012	287	315	263	0	1234
06175	VETERAN	339	646	1067	1066	1	171	513	386	158	273	97	0	623
06180	RECENTLY SEPARATED	104	204	336	336	0	64	155	118	56	85	28	0	203
06185	DISABLED	27	51	92	92	0	15	46	31	15	27	9	0	52
06190	VIETNAM ERA	130	271	421	421	0	74	215	134	71	114	31	0	242
06195	RECENTLY SEPARATED	36	81	148	148	0	19	63	66	18	50	11	0	85
06200	SPECIAL VETERAN	53	119	185	185	0	34	97	54	34	55	15	0	96
06205	OTHER ELIG VET PREF	0	0	1	1	0	0	0	1	0	1	0	0	0

DURING THE CURRENT FISCAL YEAR
* DURING THE CURRENT FISCAL YEAR OR LAST SPELL OF ACTIVE STATUS IN THE PREVIOUS FISCAL YEAR

Table 33 (continued)

TABLE 06 ALL INDIVIDUALS 03/31/80 MASSACHUSETTS SMSA 6320 TABLE 06
DEGREE OF SERVICE PROVIDED APPLICANTS

ITEM NO	CHARACTERISTICS OF APPLICANTS	NEW APPS INCL PARTIAL	NEW APPS AND RENEWAL	APPLICANTS ACTIVE AT ANY TIME THIS FY: TOTAL	REGISTERED	PARTIALLY REGISTERED	APPLICANTS PROVIDED: POS TERM SERVICE	OTHER SERVICE	NO REPORT SERVICE *	PLACED IN INACTIVE FILE WITH: POS TERM SERVICE	OTHER SERVICE	NO REPORT SERVICE **	FUTURE FEDERAL USE	ACTIVE FILE END OF PERIOD
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
06210	HANDICAPPED	150	309	491	490	1	66	271	155	64	169	50	0	249
06215	PHYS DISABLED	142	288	460	459	1	64	248	149	62	154	46	0	236
06220	MENTALLY RETARDED	5	5	11	11	0	0	7	4	0	7	2	0	3
06225	MENTALLY RESTORED	3	16	20	20	0	2	16	2	2	8	2	0	10
06230	ECON DISADVANTAGED	1231	1952	3908	3893	15	525	1604	1783	463	1025	512	0	2138
06235	FOOD STAMP WORK REG.	206	320	442	272	170	20	63	359	17	17	20	0	376
06240	WELFARE	304	447	1775	1760	15	91	686	1000	35	308	185	0	1335
06245	WIN	304	447	1773	1758	15	91	686	998	35	307	185	0	1335
06250	CETA PARTICIPANT	3	48	53	53	0	2	11	40	2	4	1	0	48
06275	SEASONAL FARMWORKER	0	0	1	1	0	0	1	0	0	0	0	0	1
06280	MIGRANT FARMWORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0
06285	MIGRANT FOOD PROCESS WORKER	0	0	0	0	0	0	0	0	0	0	0	0	0
06290	EMPLOYMENT STATUS	3210	5047	7632	7437	195	1192	3111	3341	1096	1919	1008	0	3985
06295	FULL TIME	265	405	585	584	1	74	207	305	71	136	125	0	279
06300	PART TIME	242	336	483	463	20	62	202	220	56	104	71	0	270
06305	NOT WORKING	2703	4306	6564	6390	174	1056	2702	2816	969	1679	812	0	3437
06310	JOB ATTACHMENT	4	4	11	11	0	0	6	5	0	1	0	0	10

* DURING THE CURRENT FISCAL YEAR
** DURING THE CURRENT FISCAL YEAR OR LAST SPELL OF ACTIVE STATUS IN THE PREVIOUS FISCAL YEAR

SMSA 6320 MONTHLY YEAR TO DATE
FOR PERIOD ENDING 03/31/80 PAGE 002

VIII. Training Program

CETA Training - March 1981

As of March 1981, The Comprehensive Employment and Training Act of 1973 (CETA) provided training and employment opportunities to increase the earned incomes of economically disadvantaged, unemployed, or underemployed persons through the Pittsfield Prime Sponsor, which is all cities and town of Berkshire County and is known as the Berkshire Consortium. The central office is in Pittsfield and a branch is located in Great Barrington for southern Berkshire and another branch is located in North Adams. In the nine-month period from the beginning of the Fiscal Year on October 1, 1980 to June 30, 1981, the Pittsfield Prime Sponsor served 1470 applicants, representing over 100 percent of its yearly goal. Title II (D) and Title VI are not in effect anymore, which is due to their elimination through legislative action. Title II (B) and Title VII are the training components of CETA which offer various occupational training programs for employment.

The following summary is for the remaining parts of CETA which are Title II (B), Title IV and Title VII, giving eligibility requirements for each title and the number of persons served during the first three-quarters of the 1981 Fiscal Year. CETA participation is based on the eligibility requirement that a person be economically disadvantaged, which is a person who is a member of a family receiving public assistance or who qualifies for assistance based on the prior six months' annualized income.

Title ii (B) is a CETA training component that offers various programs from cabinet maker, food services, nurse up to machinist occupations. This training may last up to 104 weeks depending on the level of proficiency needed in a skill. The eligibility requirement is for a person to be unemployed, underemployed or in school. In the nine-month period from the beginning of the Fiscal Year on October 1, 1980 to June 30, 1981, 756 persons were served while the FY goal was 714 persons.

Title IV is solely designed for the Berkshire County youth by offering programs to assist them. The Youth Employment Training Program (YETP) gives assistance through special training , for those attending school and a concentrated studies program for high school dropouts to complete and pass the GED examination. The Youth Community Conservation Improvement Project (YCCIP) offers improving and bettering the environment to the cities and towns of Berkshire County.through outside activities for young people. Summer Youth Employment Program (SYEP) will provide Berkshire County youths with 600 summer jobs.

Eligibility Requirements:

YETP (1) Unemployed, Underemployed or in school

(2) Aged 16 through 21

YCCIP (1) Unemployed

(2) Aged 16 through 19

SYEP (1) Unemployed , underemployed or in school

(2) Aged 16 through 21

In the nine-month period from the beginning of the Fiscal Year on October 1, 1980 to June 30, 1981 262 persons were served and the FY goal was 246 exclusive of the SYEP.

Title VII is another CETA training component which is similar to Title II (B). Eligible persons will be placed exclusively with on-the-job training in the private sector or will be enrolled in a skilled training course. These participants will be placed in private industry upon successful completion of this training.

Pittsfield WIN Program - March 1981

As of March 1981, the Work Incentive Program (WIN) provided job counseling, job training, job development, and placement assistance, (see the Table on Pittsfield WIN Team for FY 1981 compared to FY 1980).

This is a program to help people on Aid to Families with Dependent Children (AFDC) to obtain employment. This is called the Work Incentive Program - WIN Title VII. It assists persons to look for work with job information and assists persons with other services such as child care and medical care, as required. If a person cannot begin regular work, then he/she may be selected for paid work experience sponsored by state or local community employment programs. There are some people who can be put to work in private industry, with on the job experience. The Federal income tax credits can provide incentive to employers to claim 20 percent of cash wages paid to workers for up to 12 months of employment. This has created jobs that produce livelihoods for these persons and employers get productive persons and tax assistance at the same time.

Table 34

Economically Disadvantaged Persons
Pittsfield Prime Sponsor

	Economically Disadvantaged 18 Years and Over
TOTAL	16,699
White	16,122
Black	501
Other	76
Spanish Heritage	215

Table 35
Pittsfield WIN Data

	10/1/80 to 3/1/81	10/1/79 to 3/1/80
Registration	1950	1753
Appraisals	532	457
Institutional Training	37	34
Work Experience	16	7
Suspense	116	186
On-The-Job-Training	27	18

Source: ESARS - Table 32

Apprenticeship Programs - March 1981

These are jobs provided to people through an apprenticeship training program, in which the person by working on the job with a skilled craftsmen and, usually, combined with classroom training, learns a skill over a number of years to acquire a license or master a designation for their proficiency in the skill. The training program can be run by a union or a company or a combination of union and company with the approval by the Commonwealth's Department of Apprenticeship. The program's training period runs from one to six years. There are apprenticeship Information Centers which provide information and guidance and counseling to applicants regarding job opportunities, with special assistance to minorities, youth, women and veterans.

Pittsfield LMA's Vocational-Technical Schools

Charles H. McCann School North Adams
Pittsfield Vocational School Pittsfield
Taconic High School Pittsfield

Pittsfield LMA's Community Colleges

Berkshire Community College Pittsfield

A P P E N D I X

ASSUMPTIONS AND PROJECTIONS FOR THE ECONOMY

COMMONWEALTH OF MASSACHUSETTS

FEDERAL FISCAL YEAR 1982 (FFY'82)

The Job Market Research staff of the Division of Employment Security gathers data; analyzes and reports on changes in the state's employment and unemployment situation. Even utilizing the most current data and computer models of the state and national economies, it is difficult to project future economic conditions. Forecasting is especially difficult during times of rapid change, such as we have been experiencing. The economic forecasts presented in this report are based on data available at the end of May, 1981.

1) Employment

Total employment in Massachusetts, reported in the Current Population Statistics (CPS) series, is expected to average 2,814,000 during FFY'82, an increase of about 30,000 from FFY'81.

Nonagricultural wage and salary jobs, reported in the Current Employment Statistics series (CES-790) is expected to average 2,731,100, an increase of 50,000 jobs from FFY'81 to FFY'82.

It is important to remember that the CPS estimates the number of people employed or unemployed based on their place of residence, whereas the CES-790 estimates the number of jobs based on employer location. Massachusetts has traditionally had a large proportion of dual job holders. Much of the job increase in services and in wholesale and retail trade will be part-time positions.

PROJECTED EMPLOYMENT BY INDUSTRY GROUP

Industry	Employment (in 000's)		
	FFY 1980 (Actual)	FFY 1981 (Projected)1/	FFY 1982 (Projected)
TOTAL NONAGRICULTURAL EMPLOYMENT	2642.2	2679.1	2731.1
Manufacturing - Total	675.7	669.1	681.6
Durable Goods	409.5	410.8	425.1
Nondurable Goods	266.2	258.3	256.5
Construction	74.8	74.3	81.7
Transportation, Communications and Public Utilities	122.0	124.8	125.2
Wholesale and Retail Trade	570.7	579.2	594.0
Finance, Insurance and Real Estate	157.6	162.5	165.4
Services	629.2	664.8	690.1
Government	412.3	404.3	393.1
Federal	58.5	57.5	56.0
State	97.5	98.6	96.6
Local	256.5	248.2	240.5

1/ Projection based on actual data for seven months and estimates for five months.

2) Unemployment

We project that Massachusetts' unemployment rate will average 5.7 percent during FFY'82, down from 5.9 percent in FFY'81 and one to one-and-a-half percentage points below the national average of 6.9 percent in FFY'82.

	MASSACHUSETTS				U.S.
	Labor Force (in 000's)	Employment (in 000's)	Unemployment (in 000's)	Unemp. Rate(%)	Unemp. Rate(%)
FFY'80	2863.6	2703.3	160.3	5.6	6.8
FFY'81	2957.1	2783.8	173.3	5.9	7.4
FFY'82	2984.1	2814.0	170.1	5.7	6.9

3) Labor Turnover in Manufacturing

Due to a strengthening economy, the number of layoffs is anticipated to decline in FFY'82. On the other hand, the level of quits may also be comparatively low, reflecting in part some uncertainty among the labor force about the strength of the job market. Recalls, which are a function of prior layoffs will be low. The growth in the durable goods industries will be reflected in a stronger rate of new hires.

4) Wages and Inflation

Wages are expected to increase by 8.7 percent, down slightly from the 9.5 percent increase in FFY'81. Total Massachusetts personal income, however, is expected to rise by nearly 11.5 percent. If the proposed decrease in federal personal income taxes takes effect, total disposable income may rise by as much as 12.5 percent. For the first time in several years, the increase in personal income will be greater than the rate of inflation. The era of double-digit inflation is expected to end during FFY'82. The projected increase in the Boston Consumer Price Index (CPI) is 8.7 percent, down from the 11.4 percent in FFY'81. Massachusetts' FFY'81 and '82 rates are both below the national CPI increases for these periods.

5) Credit

Consumers wanting loans of any type; mortgage, home repair, car, or personal; will find that the supply of money will continue to be very tight, with interest rates remaining variable but high throughout FFY'82. Currently, interest rates on home mortgages are over 16 percent, on personal loans over 18 percent, and on commercial and construction loans about 20 percent, however, loans are being made at both higher and lower rates. Banks and credit unions have significantly decreased or stopped making certain kinds of loans altogether.

A major cause of the tight money situation is the shift of money from regular savings accounts, where rates are limited by law, to savings certificates, money market accounts, and treasury obligations. All interest rates are sensitive to changes in U.S. Treasury and Federal Reserve Bank Policies. The size of the Federal tax cut and of the Federal budget deficit will influence the amount and cost of credit in FFY'82. More loan money is expected to go to commercial borrowers next year rather than to those purchasing homes or cars.

There are several pieces of legislation pending before Congress which are expected to affect the level of savings, and thus the amount of credit available. Perhaps the most important is the tax cut, which will increase the amount of disposable (and potentially savable) income. Congress is also considering bills that would: 1.) free certain amounts of savings income from taxes, and 2.) gradually lift the restrictions on the amount of interest banks can pay on passbook accounts.

6) Defense Contracts

Defense contract spending is expected to increase. The dollar value of military prime contracts going to Massachusetts firms has been over five percent of the total awarded nationally for the last three years. We expect our percentage share of the awards to remain steady or increase slightly. With the proposed increase in military spending in the coming years, defense contracts in Massachusetts should provide strong support for the state's economy.

7) Energy

Energy costs are not expected to rise as rapidly during FFY'82 as they have in the recent past. From January 1979 to January 1981 the average price for a gallon of home heating oil rose 104.7 percent in Massachusetts. Continued conservation and conversion to less expensive energy sources will help to hold future prices down. The industrial mix in Massachusetts is not, relatively, energy intensive, therefore, we do not expect that rising energy costs will hurt our industrial production to the extent it may in the rest of the nation. The present world oil glut should moderate gasoline and oil prices. The unknown in the energy situation remains Mideast political conflicts.

8) Exports

Massachusetts will continue to rank among the top ten states exporting manufactured products. Our leading exports will remain high technology equipment: instruments, electronic equipment, and computers. The actual demand for these products will be influenced by the rate of economic recovery in the European Common Market countries.

Average Pay by Occupational Category
Massachusetts Job Banks
March 1981

	State	Boston	Fall River	Fitchburg Leominster	Lawrence Haverhill 1/	Lowell	New Bedford	Pittsfield	Springfield Chicopee Holyoke	Worcester	Balance of State
TOTAL - ALL OCCUPATIONS	$ 9,576	$10,413	$ 8,347	$ 8,396	$ 9,378	$10,068	$ 8,842	$ 9,520	$10,289	$ 8,826	$ 8,896
Prof., Tech., Managerial 2/	14,844	16,286	15,149	13,029	12,807	18,307	11,292	11,627	14,099	11,826	13,711
Architect & Engineering	18,729	20,294	--	16,200	13,440	18,075	13,294	19,500	18,008	17,843	15,737
Math. & Physical Science	19,112	20,256	16,000	--	17,304	23,563	10,400	--	18,269	--	16,960
Life & Social Sciences	13,078	15,057	13,165	10,600	10,500	9,000	--	9,758	12,850	9,416	14,500
Medicine & Health	12,749	12,983	10,400	--	10,000	12,827	11,660	12,480	13,171	12.209	12,086
Education	12,549	12,860	--	9,000	11,100	--	9,500	--	12,123	9,640	16,169
Museum, Library	9,752	11,494	--	--	--	--	7,800	--	10,625	--	11,878
Law Jurisprudence	15,103	15,804	--	--	--	--	--	--	--	13,000	--
Writing	14,346	18,152	7,662	--	--	--	--	--	13,000	--	14,000
Art	11,000	--	--	--	16,916	--	--	--	10,400	--	12,200
Entertainment	12,480	--	--	--	--	--	--	--	13,000	--	--
Admin. Spec.	14,087	15,398	--	--	12,980	--	10,610	11,573	13,712	12,940	14,202
Managers	14,293	15,053	18,492	11,700	13,099	--	14,140	10,831	14,271	13,266	12,451
Misc., Prof., Tech.,	9,662	12,375	--	13,750	13,966	--	10,000	8,800	11,763	7,679	13,348
Clerical Sales 2/	8,211	8,544	7,819	8,215	8,713	8,433	8,032	8,459	8,774	7,798	7,774
Steno., Typing & Related	8,634	8,721	8,138	7,852	9,082	8,975	7,940	8,751	8,378	8,109	8,742
Computing Acc't., Recor.	8,169	8,255	7,592	8,508	9,328	8,294	8,080	8,216	8,138	7,846	8,013
Prod. & Stock Clerk	8,430	9,104	--	8,320	8,109	8,832	12,640	--	7,984	8,525	7,540
Information Distr.	8,430	8,800	7,696	7,800	7,722	--	7,124	6,968	7,281	10,184	7,667
Miscellaneous Clerical	8,920	8,726	--	8,108	8,060	7,973	--	--	8,533	8,706	11,272
Salespersons Services	12,778	18,867	10,400	--	15,600	--	--	--	10,400	--	12,682
Miscellaneous Sales	7,549	8,143	7,072	8,020	8,343	7,233	7,163	8,963	11,856	7,518	7,089

Average Pay by Occupational Category
Massachusetts Job Banks
March 1981

	State	Boston	Fall River	Fitchburg Leominster	Lawrence Haverhill 1/	Lowell	New Bedford	Pittsfield	Springfield Chicopee Holyoke	Worcester	Balance of State
Service 3/	$ 3.94	$ 3.94	$ 3.42	$ 3.39	$ 3.87	$ 3.55	$ 4.32	$3.43	$ 4.12	$ 4.00	$3.91
Domestic	3.49	3.50	--	--	3.50	--	--	--	3.35	3.50	3.48
Food & Beverage Preparation	4.05	4.07	3.35	3.35	3.88	3.84	5.35	3.35	4.19	3.84	4.16
Protective Services	3.95	3.92	3.37	3.48	4.05	3.49	4.41	--	4.31	4.12	3.83
Building & Related Prods.	3.91	4.15	3.75	--	4.18	3.54	3.81	4.12	3.86	3.74	3.84
Other Service Occupations	3.95	4.00	3.48	3.35	3.66	3.75	3.43	3.47	4.07	4.05	3.91
Farming, Fishing, Forestry 3/	4.13	4.39	3.50	--	4.50	--	4.33	--	4.04	3.40	4.02
Plant Farming	3.92	4.37	3.50	--	4.50	--	4.33	--	3.59	--	3.54
Animal Farming	3.95	4.00	--	--	--	--	--	--	--	3.40	4.18
Forestry	4.43	5.50	--	--	--	--	--	--	4.46	--	4.37
Processing 3/	4.24	4.12	3.80	4.00	4.36	5.00	4.75	3.43	5.44	4.47	3.95
Ore Refining, Foundry	4.07	--	4.00	--	3.50	--	--	3.50	5.43	4.00	3.81
Food, Tobacco	3.96	3.91	--	4.67	4.00	5.00	--	3.35	4.18	3.75	3.88
Paper	3.50	--	--	--	--	--	--	--	--	3.50	--
Chem., Plastic, Synthetic	4.37	3.95	3.70	3.95	5.27	--	3.75	--	5.65	4.75	4.11
Stone, Clay, Glass	4.21	--	4.64	--	--	--	--	--	--	--	4.00
Leather & Textiles	4.30	4.50	--	4.00	3.87	--	5.25	--	4.20	3.75	3.55
Processing Occup. NEC	4.11	4.45	--	--	4.00	--	--	--	--	--	3.85
Machine Trades 3/	5.05	5.70	4.04	4.02	4.60	5.34	5.00	5.18	5.32	4.86	4.88
Metal Machining	5.73	6.12	4.30	5.30	6.36	5.63	6.75	5.20	5.62	5.21	5.94
Metal Working NEC	4.49	4.39	--	--	4.15	4.42	--	--	3.80	4.43	4.55
Mechanics & Repair	5.41	5.48	4.33	5.19	6.08	5.64	4.67	4.69	4.93	4.83	5.92

Average Pay by Occupational Category
Massachusetts Job Banks
March 1981

	State	Boston	Fall River	Fitchburg Leominster	Lawrence Haverhill 1/	Lowell	New Bedford	Pittsfield	Springfield Chicopee Holyoke	Worcester	Balance of State
Printing & Paperworking	$ 4.51	$ 5.25	$ --	$ --	$ 4.05	$ 4.35	$ 5.00	$ 4.64	$ 4.91	$ 3.86	$ 3.90
Wood Machining	5.07	7.32	--	--	3.75	--	--	4.50	--	4.25	4.00
Textiles	4.34	3.40	3.55	3.35	4.25	4.88	4.89	3.50	--	4.83	3.78
Machine Trades NEC	4.37	5.02	--	3.51	4.19	--	--	5.76	5.85	5.54	3.88
Benchwork 3/											
Scientific & Elect. Equipment	3.97	4.50	--	6.00	3.89	3.82	3.42	4.35	3.48	3.44	4.50
Stone & Wood Products	3.68	4.25	--	3.75	3.35	--	--	3.50	--	--	3.50
Textile, Leather	3.67	3.76	3.79	3.43	4.19	3.98	4.25	3.47	3.41	3.60	3.66
Metal Products	3.59	3.40	--	3.55	6.00	--	3.42	--	3.57	3.61	3.86
Other Benchwork Occupations	4.71	4.70	--	3.73	4.02	4.92	4.00	3.50	4.00	4.03	3.68
Structural 3/	5.45	5.81	4.95	4.93	6.62	5.60	4.52	5.24	6.31	4.66	5.11
Metal Fabrication	5.77	5.86	4.99	4.27	7.60	6.42	5.76	4.00	7.87	5.00	5.09
Welders	5.58	5.78	--	--	6.25	--	--	--	6.30	5.00	5.13
Electrical	5.71	6.18	5.00	3.50	6.93	4.56	6.08	8.18	5.26	5.77	5.20
Painting	5.78	7.27	7.00	--	4.35	4.88	4.00	5.00	5.00	7.00	5.00
Excavating, Grading etc.	5.00	4.50	--	--	--	6.00	--	7.00	--	--	7.00
Construction NEC	5.31	5.82	4.75	5.36	7.33	5.78	4.05	5.05	7.59	4.33	5.16
Structural Occupations NEC	4.37	4.77	3.50	--	5.00	4.50	3.90	5.50	5.46	3.96	4.28

Average Pay by Occupational Category
Massachusetts Job Banks
March 1981

	State	Boston	Fall River	Fitchburg Leominster	Lawrence Haverhill 1/	Lowell	New Bedford	Pittsfield	Springfield Chicopee Holyoke	Worcester	Balance of State
Miscellaneous 3/	$ 4.38	$ 4.16	$ 3.45	$ 3.96	$ 4.06	$ 4.19	$ 3.73	$ 4.38	$ 4.91	$ 4.11	$ 4.47
Motor Freight	4.78	5.06	--	3.96	4.04	5.75	3.35	3.75	--	4.57	5.48
Transportation Occup. NEC	4.41	4.21	--	--	--	--	3.73	3.35	3.50	3.65	5.18
Packaging, Materials Handling	4.00	3.87	3.45	3.68	4.07	4.15	3.71	5.08	4.16	4.01	4.16
Prod. Distrib. of Utilities	7.11	8.34	--	8.17	--	--	--	5.62	7.78	5.79	4.50
Graphic Art Work	4.27	5.06	--	--	4.00	--	4.38	--	4.01	4.68	4.14
Other	5.75	--	--	--	--	4.00	3.75	--	--	--	8.50

1/ Lawrence/Haverhill data for February

2/ Average yearly salary

3/ Average Hourly pay

Source: Job Bank - March 1981

NEC: Not elsewhere classified

Job Bank Openings
by Occupational Category
March 1981

	State	Boston	Fall River	Fitchburg Leominster	Lawrence Haverhill*	Lowell	New Bedford	Pittsfield	Springfield Chicopee Holyoke	Worcester	Balance of State
TOTAL - ALL OCCUPATIONS	7,510	2,514	157	222	550	290	250	158	680	842	2,083
Professional, Technical, Managerial	992	457	8	7	43	38	32	25	150	103	146
Architect & Engineering	220	63	--	2	3	22	7	4	29	9	27
Math. & Physical Science	65	34	1	--	2	7	1	--	4	--	15
Life & Social Sciences	30	14	1	1	1	1	--	2	6	4	1
Medicine & Health	148	41	1	--	1	3	2	3	54	11	33
Education	44	18	--	1	12	--	1	--	18	2	4
Museum, Library	13	5	--	--	--	--	6	--	1	--	1
Law, Jurisprudence	4	3	--	--	--	--	--	--	--	1	--
Writing	10	3	1	--	--	--	--	--	3	--	2
Art	3	--	--	--	1	--	--	--	2	--	1
Entertainment	2	--	--	--	--	--	--	--	1	--	--
Administrative Spec.	121	63	--	--	14	4	7	3	7	18	11
Managers	266	164	4	1	11	1	5	11	18	15	45
Miscellaneous, Prof., Tech., Mgr.	62	10	--	2	4	--	2	2	7	34	5
Clerical Sales	2,131	938	34	29	123	53	35	17	81	249	629
Stenography, Typing & Related	699	417	9	8	43	27	11	4	35	39	122
Computing Acc't, Recor.	440	240	11	12	18	4	12	5	24	31	87
Prod. & Stock Clerk	129	36	--	4	35	8	2	--	2	15	48
Information Distr.	81	47	6	1	4	--	2	2	3	4	11
Misc. Clerical	49	25	--	2	2	--	--	--	3	9	6
Salespersons Services	29	3	2	2	1	--	--	2	5	4	19
Miscellaneous Sales	704	82	6	--	20	11	8	4	9	147	336

Job Bank Openings
by Occupational Category
March 1981

	State	Boston	Fall River	Fitchburg Leominster	Lawrence Haverhill*	Lowell	New Bedford	Pittsfield	Springfield Chicopee Holyoke	Worcester	Balance of State
Service	1,399	320	16	22	68	60	27	20	200	166	492
Domestic Service	84	57	--	--	5	8	0	13	4	7	16
Food & Beverage Preparation	273	98	2	6	21	--	6	--	18	19	99
Protective Services	442	59	9	6	8	44	9	--	51	80	133
Building & Related	129	46	1	--	14	6	10	1	11	22	21
Other Service Occupations	471	60	4	10	20	2	--	6	116	31	223
Farming, Fishing, Forestry	209	38	5	--	2	--	11	0	45	26	69
Plant Farming	104	36	5	--	2	--	11	--	22	--	29
Animal Farming	5	1	--	--	--	--	--	--	--	1	2
Forestry	100	1	--	--	--	--	--	--	23	25	38
Processing	246	33	18	47	20	1	9	4	30	17	67
Ore Refining, Foundry	22	--	3	--	1	--	--	2	2	2	11
Food, Tobaco	32	10	--	3	1	--	--	2	2	1	11
Paper	1	--	--	--	--	--	--	--	--	1	--
Chemicals, Plastics, Synthetics	141	11	14	39	7	--	3	--	24	12	27
Stone, Clay, Glass	3	--	1	--	--	--	--	--	--	--	3
Leather & Textiles	23	2	--	5	10	--	6	--	2	1	3
Processing Occupations NEC	24	10	--	--	1	1	--	--	--	--	13

Job Bank Openings
by Occupational Category
March 1981

	State	Boston	Fall River	Fitchburg Leominster	Lawrence Haverhill*	Lowell	New Bedford	Pittsfield	Springfield Chicopee Holyoke	Worcester	Balance of State
Machine Trades	602	138	17	34	67	24	34	31	41	69	184
Metal Machining	149	46	8	4	7	4	3	2	20	23	35
Metal Working NEC	80	19	--	--	24	3	--	--	1	11	36
Mechanics & Repair	150	43	3	6	8	14	9	4	9	18	41
Printing & Paperworking	33	4	--	--	9	--	2	7	7	3	5
Wood Machining	54	17	--	--	2	--	--	2	--	2	33
Textiles	51	3	6	7	6	--	20	1	--	9	3
Machine Trades NEC	85	6	--	17	11	3	--	15	4	3	31
Benchwork	702	158	45	27	72	47	66	36	63	60	176
Metal Products	131	64	--	4	1	--	6	--	3	7	47
Scientific & Electrical Equipment	242	45	--	1	24	33	54	25	31	6	39
Plastics, Synthetic Rubber	10	2	--	2	4	--	--	1	--	--	2
Stone & Wood Products	20	4	--	--	2	--	--	1	--	--	12
Textile, Leather	249	40	45	12	34	8	5	9	24	40	55
Benchwork Occupations	50	5	--	8	11	6	1	--	5	7	23
Structural	605	241	10	17	42	34	15	17	38	50	157
Metal Fabrication	125	77	3	5	12	13	1	2	4	2	16
Welders	69	23	--	--	9	--	--	0	10	2	29
Electrical	76	34	1	1	4	4	3	1	12	6	13

Job Bank Openings
by Occupational Category
March 1981

	State	Boston	Fall River	Fitchburg Leominster	Lawrence Haverhill*	Lowell	New Bedford	Pittsfield	Springfield Chicopee Holyoke	Worcester	Balance of State
Structural (continued)											
Painting	33	10	1	--	5	8	2	4	1	3	2
Excavating, Grading etc.	25	20	--	--	--	1	--	1	--	--	2
Construction NEC	243	72	4	11	9	6	5	8	8	30	84
Structural Occupations NEC	34	5	1	--	3	2	4	1	3	7	11
Miscellaneous	624	191	4	39	113	33	21	8	32	102	163
Motor Freight Occupations	76	32	--	7	13	1	1	2	--	14	13
Transportation Occupations	70	30	--	--	--	--	10	2	1	3	24
Packing, Material Handling	439	126	4	30	99	30	8	3	20	82	111
Production Distribution of Utilities	14	1	--	2	--	--	--	1	7	1	2
Graphic Art Work	20	2	--	--	1	--	1	--	4	2	11
Other	5	--	--	--	--	2	1	--	--	--	2

* Lawrence/Haverhill data for February

Source: Job Bank - March 1981

NEC: Not elsewhere classified